

## TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2024RO253506

Name Organisation under review: The National Institute of Research and Development for Optoelectronics - INOE 2000

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SUBMISSION DATE:

DATE ENDORSEMENT CHARTER AND CODE:

### GAP ANALYSIS

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.

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: ++ = <b>fully</b> implemented +/- = <b>almost but not fully</b> implemented -/+ = <b>partially</b> implemented -- = <b>insufficiently</b> implemented	In case of --, -/+, or +/-, please <b>indicate the actual "gap"</b> between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation	Initiatives undertaken and/or suggestions for improvement:
Ethical and Professional Aspects			
1. Research freedom		Free text 300 words maximum	Free text 200 words maximum
	+/- = <b>almost but not fully</b> implemented	The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements. The internal materials have been updated in accordance with the provisions of Law No. 183/2024.	<b>Existing practices:</b> INOE supports the freedom of research by ensuring that researchers can pursue their scientific interests within the strategic directions and ethical framework of the institute. Researchers are encouraged to develop their own research ideas and collaborations, without undue interference, in accordance with national and European ethical and legal standards. <b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 5 par.3; Government Ordinance no.57/2002 regarding scientific research and technological development, with modifications: art. 5 par. 2 point a. <b>Internal policies and procedures:</b> Code of Ethics and Professional Deontology, INOE 2000, COD-EDEP, <a href="#">Codul de etică și deontologie profesională</a> , Code of Ethics and Professional Deontology, Chapter 3. Applicable Legislation, Art.5 (pp.5–6); Chapter 4. Good Conduct in RDI Activities, Art.8, Art.9, Art.10 (p.7). Other documents: Intellectual

			<p>Property Rights Policy INOE 2000, INOE Internal Regulations; INOE 2000 Institutional Development Strategy; Collective Labour Agreement.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS Centres promote a common European framework for researchers' rights; 2. Creating a dedicated section on the institute's website to highlight key information about research freedom, its limitations, and related opportunities.</p>
2. Ethical principles	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>As well as the completion of some training sessions on Research Integrity and Research Ethics.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> INOE researchers have the responsibility to adhere to recognized ethical practices, and the fundamental ethical principles appropriate to their field of research, as well as to the ethical standards outlined in the applicable national, sectoral, or institutional Codes of Ethics.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 48-63.</p> <p><b>Internal policies and procedures:</b> 1. Code of Ethics and Professional Conduct, National Research &amp; Development Institute for Optoelectronics – INOE 2000, COD-EDEP, Code of Ethics and Professional Conduct, Chapter 3. Applicable Legislation, Art. 5 (pp. 5-6), Chapter 4. Good Conduct in R&amp;D Activities, Art. 8, Art. 9, Art. 10 (p. 7). Other documents: Intellectual Property Rights Policy INOE 2000, INOE Internal Regulations; INOE 2000 Institutional Development Strategy; Collective Labour Agreement.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS provides access to European ethical resources, guidelines, and contacts for local ethics committees, facilitating the integration of foreign researchers and ensuring compliance with scientific integrity standards. 2. INOE researchers complete Research Integrity and Research Ethics Training sessions.</p>
3. Professional responsibility	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> INOE researchers have the responsibility to carry out research activities that are relevant to society, avoiding unnecessary duplication of existing studies. They must adhere to the highest standards of ethics and scientific integrity, in accordance with the Code of Ethics.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-39; Order 600/2018 regarding the approval of internal managerial control code for public entities: Standard 2 - Assignments, positions, tasks.</p> <p><b>Internal policies and procedures:</b> Code of Ethics and Professional Conduct, National Institute for Research and Development for Optoelectronics – INOE 2000, COD-EDEP,</p>

			<p>Code of Ethics and Professional Conduct, Chapter 3. Applicable Legislation, Art. 5 (pp. 5–6); Chapter 4. Good Conduct in RDI Activities, Art. 8, Art. 9, Art. 10 (p. 7); Other documents: Intellectual Property Rights Policy INOE 2000, INOE Internal Regulations; INOE 2000 Institutional Development Strategy; Collective Labour Agreement.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. By providing guidance on rights and obligations within the new research system, EURAXESS Centres support the assumption of responsibility towards results, reports, and funding bodies.</p>
4. Professional attitude	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> INOE researchers carry out their work in accordance with the institute's strategic objectives and the professional standards of their field. They have the responsibility to ensure efficient, ethical, and well-coordinated research. Information regarding research funding opportunities is provided by the Scientific Council, the Heads of the Research–Development–Innovation Departments, and the Technology Transfer Center CENTI.</p> <p><b>Legislative framework and international regulations:</b> Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialization 2022-2027; Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 30-31; Information packages of the calls for projects &amp; competitions.</p> <p><b>Internal policies and procedures:</b> Code of Ethics and Professional Conduct, National Institute for Research and Development for Optoelectronics - INOE 2000, COD-EDEP, Code of Ethics and Professional Conduct. Other documents: Institutional Development Strategy of INOE 2000; INOE 2000 Integrity Plan; National Anti-Corruption Strategy 2021-2025 (Romania); Intellectual Property Rights Policy INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE Internal Regulations; Job Descriptions; Research Contracts.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS facilitates the cultural and professional adaptation of mobile researchers by providing guidelines for conduct and integration, contributing to a climate of professionalism and collaboration; 2. Provision of training courses and dedicated assistance for early-career researchers to facilitate the preparation and submission of project proposals in national and international competitive calls; 3. Creating a dedicated section on the INOE's website focused on the research funding process and the management of research projects.</p>

5. Contractual and legal obligations	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> Researchers have individual labour contracts for the usual workload (funded from the state budget) and/or one or more labor contracts for a definite period and part-time for the activity performed in research projects (funded from different sources-european, structural or national funds)</p> <p><b>Legislative framework and international regulations:</b> Law no. 53/2003 - Labour code: art. 6, 37-39; Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 74-81; Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-39; Information packages of the calls for projects / competitions.</p> <p><b>Internal policies and procedures:</b> INOE 2000 Institutional Development Strategy; Collective Labor Agreement; Individual Employment Contract; Internal Regulations – INOE, ICIA, IHP; Job Descriptions; Research Contracts.</p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers provide guidance on visas, work permits, insurance, taxation, and other legal requirements - contributing to clarity regarding contractual obligations and preventing unintentional violations. 2.Organising annual training sessions on contractual and legal obligations in research activities.</p>
6.Accountability	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> INOE researchers are accountable to employers, sponsors, and society for the ethical, transparent, and efficient use of resources, adhering to the principles of sound financial management and ensuring that methods, data, and results remain open to internal and external verification whenever necessary. The internal management system defines how internal regulations relate to applicable laws and external regulations. The Financial-Accounting Department verifies the compliance and accuracy of expenditures within research projects, and the technical, financial, and audit reports are submitted to the funding authorities according to the approved project work plans.</p> <p><b>Legislative framework and international regulations:</b> Legea nr. 183/2024 privind statutul personalului de cercetare, dezvoltare și inovare: art. 33; Ordinul nr. 600/2018 privind aprobarea codului controlului intern managerial pentru entitățile publice.</p> <p><b>Internal policies and procedures:</b> Code of Ethics and Professional Conduct, National Institute for Research and Development for Optoelectronics - INOE 2000, COD-EDEP, Code of Ethics and Professional Conduct. Other documents: Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations; Job Descriptions; Research Contracts.</p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania</p>

			National Network as a EURAXESS Centre. Through accurate and transparent information, the EURAXESS centres support researchers in the responsible management of resources (grants, equipment, data), thereby strengthening a culture of accountability. 2. Conducting training sessions on social responsibility in research.
7. Good practice in research	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024.</p>	<p><b>Existing practices:</b> Within INOE, safe and optimal working conditions are ensured through the involvement of management and the personnel responsible for occupational health and safety. INOE researchers consistently observe safe working practices in accordance with national legislation and adopt measures to protect health and safety. They also ensure compliance with data protection and confidentiality requirements. An INOE member, through the Technology Transfer Center CENTI and the Enterprise Europe Network, serves as an EU-OSHA ambassador, with the role of promoting EU-OSHA campaigns. <a href="https://healthy-workplaces.osha.europa.eu/en/campaign-partners/national-institute-rd-optoelectronics-inoe-2000">https://healthy-workplaces.osha.europa.eu/en/campaign-partners/national-institute-rd-optoelectronics-inoe-2000</a></p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 33; Law no. 182/2002 on protection of classified information: art. 4- 5.</p> <p><b>Internal policies and procedures:</b> Intellectual Property Rights Policy INOE 2000, Code of Ethics and Professional Conduct, National Institute for Research and Development for Optoelectronics - INOE 2000, COD-EDEP, Code of Ethics and Professional Conduct. Other documents: Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations; Job Descriptions; Research Contracts; SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR EN ISO/CEI 17025:2005 - Quality and Environmental Management System (QEMS), and SR 13572 – Innovation Management System (IMS).</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS facilitates the exchange of best practices between European institutions, and affiliation with the network provides access to standard models for ethical and administrative research management. 2. Developing and distributing a guide for researchers on good practices in research activities.</p>
8. Dissemination, exploitation of results	+/- = <b>almost but not fully</b> implemented	The identified gap reflects the need to translate internal documents into English to ensure accessibility and	<p><b>Existing practices:</b> Researchers at INOE actively communicate their scientific activities to the general public in an accessible way, contributing to a better understanding of science and gaining insight into public interests and concerns in the fields of science and technology. This includes: publications in ISI-indexed journals, publications in</p>

		<p>compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p>other journals, books, conference papers, and presentations.</p> <p>Researchers at INOE 2000 disseminate project and research results via the institute's website (Research Activity Results Register: <a href="https://www.inoe.ro/ro/?option=com_content&amp;view=article&amp;id=736">https://www.inoe.ro/ro/?option=com_content&amp;view=article&amp;id=736</a>) and through the Technology Transfer Center CENTI website (<a href="https://centi.ro/piata-de-tehnologii-2/brevete-inregistrate-inoe/brevete-transferate">https://centi.ro/piata-de-tehnologii-2/brevete-inregistrate-inoe/brevete-transferate</a>); INOE 2000 organizes <b>Lacona</b> (<a href="https://lacona14.eu">https://lacona14.eu</a>), ICIA organizes <b>AGRIFA</b> (<a href="https://icia.ro/agrifa">https://icia.ro/agrifa</a>), and IHP organizes <b>HERVEX</b> (<a href="https://hervex.ro">https://hervex.ro</a>). The CENTI Technology Transfer Center supports researchers in exploiting their research results through the Innovation Management System (SMIn) and the Enterprise Europe Network. INOE members also participate in brokerage events co-organized by CENTI via the Enterprise Europe Network, <a href="https://een.ec.europa.eu/local-contact-points/ro/institutul-national-de-cercetare-dezvoltare-pentru-optoelectronica-inoe">https://een.ec.europa.eu/local-contact-points/ro/institutul-national-de-cercetare-dezvoltare-pentru-optoelectronica-inoe</a></p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024: art. 33; - G.O. no. 57/2002: art 85- 86.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations;</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers support researchers in understanding Open Access requirements, IP protection, and the exploitation of results, ensuring responsible and visible dissemination. 2. Delivering training sessions on bringing new technologies, products, or services based on research results to market.</p>
9. Public engagement	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Researchers at INOE, the INOE Marketing and Public Relations representative, and the CENTI Technology Transfer Center actively promote research activities and their results by participating in various public events (brokerage events, fairs, exhibitions, innovation and invention shows, Researchers' Night, and science in schools)</p> <p><b>Legislative framework and international regulations:</b> Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027; Specific clauses of research projects.</p> <p><b>Internal policies and procedures:</b> Code of Ethics and Professional Conduct, National Institute for Research and Development for Optoelectronics - INOE 2000, COD-EDEP, Code of Ethics and Professional Conduct. Other documents: Institutional Development Strategy of INOE 2000; SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR EN ISO/CEI</p>

			<p>17025:2005 – Quality and Environmental Management System (QEMS), and SR 13572 – Innovation Management System (IMS).</p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS promotes open science and societal engagement. As a center, the institute can organize outreach events and public initiatives dedicated to mobile researchers. 2.Updating the dedicated section on the CTT-CENTI website to support the commercialisation of research results.</p>
10.Non discrimination	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> At INOE, non-discriminatory criteria are applied in the selection/recruitment process as well as in scientific career advancement. A gender equality plan is implemented and made available to all staff.</p> <p><b>Legislative framework and international regulations:</b> Law no. 202/19.04.2002 on equal opportunities and treatment between women and men; Government Decision no. 262/24.04.2019 approving the Methodological Norms for the application of the provisions 6 of Law no. 202/2002 on equal opportunities and treatment between women and men; Government Emergency Ordinance no. 137/31.08.2000 on the prevention and sanctioning of all forms of discrimination;</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI, and the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP, The Gender Equality Strategy and the Gender Equality Plan 2022–2025, INOE 2000, <a href="#">The Gender Equality Strategy and the Gender Equality Plan 2022-2025.</a></p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The institution’s affiliation strengthens its commitment to combating discrimination and ensuring equitable access to services for all researchers.</p>
11. Evaluation / appraisal systems	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No.</p>	<p><b>Existing practices:</b> The annual reports include information on the performance of the research staff, based on self-assessment and performance evaluation tools, documented through specific procedures and working methodologies.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 10, 13-15, 25-31; Government Ordinance no. 57/2002 regarding scientific research and technological development: Chapter 3 Evaluation of scientific research and technological development activities.</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the</p>



		183/2024	<p>Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI; Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI, and the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP; SR EN ISO 9001:2015, SR EN ISO 14001:2015, SR EN ISO/CEI 17025:2005 – Quality and Environmental Management System (QEMS), and SR 13572 – Innovation Management System (IMS).</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS supports the international recognition of skills and experience through mobility, contributing to transparent and comparable evaluation procedures.</p>
<b>Recruitment and Selection</b>			
12. Recruitment	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Practici existente:</b> Responsabilii de resurse umane este responsabili de coordonarea candidaților și de supravegherea întregului proces de recrutare, selecție și promovare.</p> <p><b>Existing practices:</b> Human resources specialists are responsible for coordinating candidates and overseeing the entire process of recruitment, selection, and promotion.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-24; Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3 Competence, performance.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Publishing positions through the EURAXESS Jobs portal ensures transparency and international visibility, in line with European standards of openness and fairness. 2. Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
13. Recruitment (Code)	+/- = <b>almost but not fully</b>	The identified gap reflects the need to translate internal	<b>Existing practices:</b> Announcements regarding the recruitment, selection, or promotion of staff are published on the institute's website (and that of its branches) as well as

	implemented	<p>documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p>through the press. For vacant positions within research projects, the publication of announcements is carried out in accordance with the requirements of the funding guidelines, including on the platforms <a href="https://jobs.mcid.gov.ro">https://jobs.mcid.gov.ro</a> and EURAXESS. These announcements present both the general conditions required for the position and the specific requirements associated with it.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-24; Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3 Competence, performance.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI <a href="https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI <a href="https://www.inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf">https://www.inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf</a>, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Affiliation with EURAXESS provides access to templates and guidelines for OTM-R (Open, Transparent, Merit-based) recruitment, standardizing the process and reducing the risk of favouritism. 2. Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
14. Selection (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Current procedures ensure the formation of selection committees according to the specific requirements of the position being advertised. The committees are composed to maintain an appropriate balance in terms of gender, skills, and expertise.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024: art. 18-24; Order 600/2018 regarding the approval of internal / managerial control code for public entities.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI <a href="https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI <a href="https://www.inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf">https://www.inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf</a>, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p>

			<p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS centers provide training and best practices on fair selection, including the proper interpretation of international CVs and mobility experiences. 2.Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
15. Transparency (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE recruitment announcements include the requirements that candidates must meet. After the selection process is completed, candidates are informed of the results obtained.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Order no. 600/2018 regarding the approval of internal managerial control code for public entities;</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI <a href="https://www.inoe.ro/images/REPER-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/REPER-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI, <a href="https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, <a href="https://inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf">https://inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf</a>, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. All stages of recruitment can be clearly communicated on the EURAXESS portal, providing candidates with complete information about the process, criteria, and deadlines. 2.Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
16. Judging merit (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have</p>	<p><b>Existing practices:</b> Candidates are selected based on the agreed, mandatory, and optional selection criteria, as well as the competencies outlined in the job description. Additional competencies deemed necessary and relevant for the position may also be included. Candidates are evaluated and ranked according to the selection criteria.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Order no. 600/2018 regarding the approval of internal managerial control code for public</p>

		<p>been updated in accordance with the provisions of Law No. 183/2024</p>	<p>entities;</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI <a href="https://www.inoe.ro/images/REPER-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/REPER-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI, <a href="https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf">https://www.inoe.ro/images/ROPOVA-CDI-Ed2-Rev0.pdf</a>; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, <a href="https://inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf">https://inoe.ro/images/REXPRO-CDI-Ed1-Rev0.pdf</a>, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS promotes the recognition of diverse competencies (research, training, innovation), helping to define open and multidimensional merit-based criteria. 2. Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
<p>17. Variations in the chronological order of CVs (Code)</p>	<p>+/- = <b>almost but not fully</b> implemented</p>	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> The assessment of candidates is supported by the Curriculum Vitae submitted by the candidate, their performance at the interview, and, if applicable for the position, additional interview requirements such as presentations or practical tasks specific to the post. Qualifications and experience must align with the selection criteria as outlined in the advertised job description.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Order no. 600/2018 regarding the approval of internal managerial control code for public entities.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The network provides guidelines for evaluators on interpreting CVs with gaps (mobility, leave, career changes), promoting fairness and diversity. 2. Enhancing the OTM-R (Open, Transparent, and Merit-based</p>

			Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.
18. Recognition of mobility experience (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Researchers at INOE 2000 are encouraged to take advantage of all available facilities and funding that support various mobility programs.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Order no. 600/2018 regarding the approval of internal managerial control code for public entities.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Annex 3: Measurable Criteria and Indicators</p> <p>4. Teaching activity, mentoring, research supervision - coordination of mobility projects or access to infrastructure, 5. Continuing professional development - mobility internships and access to the infrastructure of other institutions; Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. As a center, the institute is aligned to the value of international mobility and provides support for the formal recognition of experience gained abroad. 2.Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy. 3. Creating a dedicated section on the institute's website for mobility opportunities.</p>
19. Recognition of qualifications (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Qualification requirements are outlined in the job description. For each position, there is a specific list of documents regarding the candidate's education and professional rank at the time of application.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Order no. 600/2018 regarding the approval of internal managerial control code for public entities.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000.</p>

			<p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS centers support researchers in navigating the procedures for recognizing degrees and qualifications, facilitating the fair recruitment of foreign staff. 2.Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy; 3. Ensuring regular use of <a href="#">EURAXESS</a> beyond vacant positions in research projects.</p>
20. Seniority (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> The retirement age for research personnel is currently 65, with the possibility of continuing their activity, in compliance with the legal provisions in the field.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 30.</p> <p><b>Internal policies and procedures:</b> INOE Internal Regulations; INOE 2000 Institutional Development Strategy; Collective Labour Agreement.</p> <p><b>Optimization proposals:</b> 1.INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Affiliation with the network helps clarify how periods of international research are recognized, contributing to a fair system for acknowledging seniority. 2.Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy.</p>
21. Postdoctoral appointments (Code)	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE does not organize postdoctoral courses, but the researchers within the institute are involved in various research projects, in postdoctoral researcher positions. The professional development of INOE RDI personnel is also carried out through postdoctoral studies, undertaken no later than 8 years after the awarding of the doctoral degree.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialization 2022-2027 - Chapter 5 General and specific objectives.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA,</p>

			<p>IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS supports the transparent recruitment of postdoctoral researchers, providing clear information about rights, working conditions, and postdoctoral career development. 2. Enhancing the OTM-R (Open, Transparent, and Merit-based Recruitment) policy.</p>
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> At INOE All research employees are treated as professionals at every career stage. Recruitment practices acknowledge the various research levels, and advancement is achieved through open, transparent competitions based on excellence and merit.</p> <p><b>Legislative framework and international regulations</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 24.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers support the integration of researchers into the Romanian labor market by providing information on the recognition of professional status and administrative formalities.</p>
23. Research environment	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Research activity is representing the main activity object of INOE. INOE 2000 provides researchers with modern laboratories, as well as access to the necessary equipment and materials for conducting experimental work.</p> <p><b>Legislative framework and international regulations:</b> Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 5, 16; OG nr 57/2002 privind cercetarea stiintifica si dezvoltarea tehnologica actualizata: art 5, art 16.</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI; Regulation on the organization of competitions for filling vacant RDI positions at INOE</p>

			<p>2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Affiliation with EURAXESS involves providing an open and inclusive environment, with appropriate infrastructures and services for international researchers.</p>
24. Working conditions	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE 2000 employees benefit from flexibility in organizing their work schedule, access to scientific databases, and the possibility of part-time work and teleworking. The standard working schedule in the institute is 8 hours per day, or 40 hours per week, typically distributed over 5 working days from Monday to Friday.</p> <p><b>Legislative framework and international regulations:</b> Law no. 319/2006 on work security and health: art. 6 – 7; Labour code - Law no. 53/2003: art 6-8; Legea nr 319/2006 Legea securitatii si sanatatii in munca actualizata: art 6, art 7 - Codul muncii – Legea 53/2003 actualizata: art 6, 7, 8.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; Job descriptions, INOE, ICIA, IHP Internal Regulations;</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre.</p>
25. Stability and permanence of employment	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> The majority of the research staff are employed under permanent (open-ended) labor contracts.</p> <p><b>Legislative framework and international regulations:</b> Labour code – Law no. 53/2003: art. 12; Codul muncii – Legea 53/2003 actualizata: art 12, Capitolul VI.</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI; Regulation on the organization of competitions for filling vacant RDI positions at INOE 2000, ROPOVA-CDI; Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Politica privind recrutarea, selecția și angajarea personalului INOE 2000; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; Job descriptions, INOE, ICIA, IHP Internal Regulations.</p>



			<p><b>Propuneri de optimizare:</b> INOE își exprimă intenția de a adera la Rețeaua Națională EURAXESS România, în calitate de Centru EURAXESS.</p> <p><b>Optimization proposals:</b> INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre.</p>
26. Funding and salaries	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE is a public research institution, so the salaries of its staff are set by Romanian legislation and cannot be negotiated as in the private sector. Staff may supplement their income through part-time contracts for projects obtained and funded from external sources.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art 24; Law no. 153/2017 regarding the salaries for public institutions: Annex 1 for Higher Education (including research); Legal regulations related to retirement fund, social contributions, unemployment, health insurance, maternity leaves, children care leaves.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; INOE, ICIA, IHP Internal Regulations</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. By accessing the EURAXESS tools (e.g., cost-of-living calculators, taxes, insurance), researchers can make informed decisions regarding the financial package.</p>
27. Gender balance	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> The composition of management teams, as well as evaluation and selection committees, mirrors the gender distribution of INOE 2000's staff. In line with the Collective Labor Agreement, all employees are entitled to a paid day off on March 1st and March 8th. Additionally, a gender equality plan has been put into place and is available to all personnel.</p> <p><b>Legislative framework and international regulations:</b> Law no. 202/2002 on equal opportunities and treatment between women and men.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; INOE, ICIA, IHP Internal Regulations; the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The EURAXESS network promotes gender equality, diversity, and inclusion; the center serves as a channel for implementing these policies at the institutional level. 2. Updating the OTM-R (Open, Transparent,</p>

			and Merit-based Recruitment) policy.
28. Career development	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE 2000 periodically organizes training sessions aimed at the professional development of researchers, especially those at the beginning of their careers. However, the supervision and guidance of these researchers are, in most cases, the responsibility of the management of the department or laboratory to which they belong, typically provided by mentors.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 21-29; Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027 - Chapter 5 General and specific objectives; challenges and actions.</p> <p><b>Internal policies and procedures:</b> Regulation for the Periodic Evaluation of the Scientific Performance of RDI Staff and Their Achievements, INOE 2000, REPER-CDI; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Job descriptions, INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers provide guidance on career planning and international training opportunities, ensuring professional growth and clarity in the stages of development; 2.Organising training courses on research methodologies, project planning, and the ethical aspects of research projects.</p>
29. Value of mobility	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Researchers at INOE 2000 utilize all available facilities and funding opportunities to participate in various mobility programs. The institute also carries out projects that facilitate attendance at scientific conferences, work visits, and professional development activities.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18, 25.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI, Annex 3: Measurable Criteria and Indicators 4.Teaching activity, mentoring, research supervision - coordination of mobility projects or access to infrastructure, 5. Continuing professional development - mobility internships and access to the infrastructure of other institutions.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Network affiliation encourages the recognition of mobility as an indicator of excellence and openness, integrating it into</p>

			promotion and evaluation criteria; 2. Creating a dedicated section on the institute's website for mobility opportunities.
30. Access to career advice	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Research performance is evaluated periodically, and feedback is provided to improve outcomes.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 25-29; Law no. 153/2017 regarding the salaries for public institutions: art. 8, 31;</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI; Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Job descriptions, INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS Centres provide specialized career development services, including support for the partners and families of mobile researchers; 2. Organising training courses on research methodologies, project planning, and the ethical aspects of research projects.</p>
31. Intellectual Property Rights	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> The Technology Transfer Center CENTI Department of INOE 2000 provides researchers with support in the field of intellectual property rights and facilitates collaboration with industry partners to promote the commercialization of new technologies derived from research results. A repository of patents is available on the INOE website at <a href="https://www.inoe.ro/ro/publicatii.html">https://www.inoe.ro/ro/publicatii.html</a> and on the CENTI website at <a href="https://centi.ro/piata-de-tehnologii-2/cereri-de-brevete-inoe/brevete-aplicate">https://centi.ro/piata-de-tehnologii-2/cereri-de-brevete-inoe/brevete-aplicate</a> and <a href="https://centi.ro/piata-de-tehnologii-2/brevete-inregistrate-inoe/brevete-transferate">https://centi.ro/piata-de-tehnologii-2/brevete-inregistrate-inoe/brevete-transferate</a>.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33; Law no. 64/1991 on patents; Law no. 83/2014 on service inventions.</p> <p><b>Internal policies and procedures:</b> Intellectual Property Rights Policy INOE 2000; the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Through cooperation with technology transfer services and legal consultancy, the centers support the protection of IP and the clarification of contractual obligations; 2. Providing training for early-stage researchers on intellectual property rights and the exploitation of research results.</p>

32. Co-authorship	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> At INOE 2000 level, researchers are recognised as authors or co-authors in accordance with international practice.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33; Law no. 64/1991 on patents; Law no. 83/2014 on service inventions.</p> <p><b>Internal policies and procedures:</b> Intellectual Property Rights Policy INOE 2000; the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS provides examples of European best practices regarding authorship, helping to develop clear and transparent internal policies.</p>
33. Teaching	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> INOE acknowledges that teaching is an important skill for researchers to develop. However, the opportunities for researchers to engage in teaching activities depend on the nature of their research projects and the specific field in which they work.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33; Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3. Competence, performance</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI; Annex 3: Measurable Criteria and Indicators, 4. Teaching activities, mentoring, research supervision – Coordination of a mobility project or access to infrastructure; 5. Continuing professional development – Mobility training and access to the infrastructure of other institutions.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers can facilitate the integration of mobile researchers into teaching activities by explaining the regulations and the recognition of international teaching experience.</p>
34. Complaints/ appeals	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R</p>	<p><b>Existing practices:</b> Handling complaints and reports concerning ethical matters falls under the responsibility of the Ethics Committee. Complaints or reports related to employees' rights and/or working conditions can be addressed through the elected employee representatives.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on</p>

		<p>requirements. The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p>the status of research, development and innovation staff: art. 48-55; Labour code – Law no. 53/2003: art. 247-252.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; INOE, ICIA, IHP Internal Regulations; the Code of Ethics and Professional Conduct of the National Institute for Research and Development in Optoelectronics – INOE 2000, COD-EDEP.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre.</p>
35. Participation in decision-making bodies	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Researchers are represented in INOE 2000's information, consultation, and decision-making bodies (such as the Scientific Council), while employee representatives participate in the meetings of the Administrative Council.</p> <p><b>Legislative framework and international regulations:</b> Labour code - Law no. 53/2003: art. 221-223; Law no. 367/2022 on social dialogue.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Regulations of the Scientific Council <a href="https://inoe.ro/images/RegulamentCS_editia2_revizia%200.pdf">https://inoe.ro/images/RegulamentCS_editia2_revizia%200.pdf</a></p> <p><b>Propuneri de optimizare:</b> INOE își exprimă intenția de a adera la Rețeaua Națională EURAXESS România, în calitate de Centru EURAXESS.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre.</p>
<b>Training and Development</b>			
36. Relation with supervisors	+/- = <b>almost but not fully</b> implemented	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Guidance is provided to students undertaking internships at the institute. Young researchers are supervised by the project manager and/or the head of the laboratory/department.</p> <p><b>Legislative framework and international regulations:</b> Labour code – Law no. 53/2003: art 5; Government Ordinance no. 137/2000 regarding the prevention and sanctioning of any form of discrimination: art. 2.</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; Job descriptions, INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre.. The centers provide guidelines on the researcher-supervisor relationship in an international context, facilitating clear expectations and ethical collaboration. 2. Developing and distributing a guide for</p>

			researchers on good practices in research activities; 3.Organising training courses on research methodologies, project planning, and the ethical aspects of research projects
37. Supervision and managerial duties	+/- = <b>almost but not fully</b> implemented	The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements. The internal materials have been updated in accordance with the provisions of Law No. 183/2024	<p><b>Existing practices:</b> Experienced INOE researchers are responsible for supervising and mentoring early-career or training researchers. Researchers in training have the opportunity to participate in professional development courses organized both internally and externally.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33; Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialization 2022-2027 - Chapter 5 General and specific objectives; challenges and actions</p> <p><b>Internal policies and procedures:</b> Institutional Development Strategy of INOE 2000; Collective Labour Agreement; Individual Employment Contract; Job descriptions, INOE, ICIA, IHP Internal Regulations.</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. 2.Developing and distributing a guide for researchers on good practices in research activities; 3.Organising training courses on research methodologies, project planning, and the ethical aspects of research projects</p>
38. Continuing Professional Development	+/- = <b>almost but not fully</b> implemented	The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements. The internal materials have been updated in accordance with the provisions of Law No. 183/2024	<p><b>Existing practices:</b> INOE has implemented and continues to implement ongoing training activities for its staff. Researchers are also supported in participating in scientific events, training sessions, and workshops.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33; Labour code – Law no. 53/2003: art. 192-200.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI;</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. EURAXESS organizes training sessions for supervisors and project managers, strengthening skills in managing international teams. 2.Developing and distributing a guide for researchers on good practices in research activities; 3.Organising training courses on research methodologies, project planning, and the ethical aspects of research projects</p>
39. Access to	+/- = <b>almost</b>	The identified gap reflects the	<b>Existing practices:</b> INOE conducts and continues to implement activities including

research training and continuous development	<b>but not fully implemented</b>	<p>need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p>participation in scientific events, training sessions, and workshops (short-term mobility). Long-term mobility is relatively rare, primarily limited by financial constraints. Training needs are identified periodically, and courses are subject to evaluation. Online courses are also selected to make access to learning more efficient.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33; Labor code – Law no. 53/2003: art. 192-200; Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3 Competence, performance.</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI;</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. The centers facilitate researchers' participation in European training programs, promoting skills updating and training mobility; 2. Creating a dedicated section on the institute's website for mobility opportunities.</p>
40. Supervision	<b>+/- = almost but not fully implemented</b>	<p>The identified gap reflects the need to translate internal documents into English to ensure accessibility and compliance with HRS4R requirements.</p> <p>The internal materials have been updated in accordance with the provisions of Law No. 183/2024</p>	<p><b>Existing practices:</b> Experienced researchers at INOE are responsible for supervising and mentoring early-career or training researchers. The latter have the opportunity to participate in professional development courses organized both internally and externally. Research performance is evaluated periodically, and the feedback provided helps improve the results achieved.</p> <p><b>Legislative framework and international regulations:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33;</p> <p><b>Internal policies and procedures:</b> Regulation on the organization of the promotion examination for obtaining the professional grade in research, development, and innovation, INOE 2000, REXPRO-CDI;</p> <p><b>Optimization proposals:</b> 1. INOE expresses its intention to join the EURAXESS Romania National Network as a EURAXESS Centre. Through the resources and best practices shared across the network, EURAXESS centers contribute to the implementation of transparent and fair supervision systems. 2. Developing and distributing a guide for researchers on good practices in research activities; 3. Organising training courses on research methodologies, project planning, and the ethical aspects of research projects</p>