EURAXESS

GAP Analysis (Charter and Code Checklist)

Case number

2022RO738119

Name Organisation under review

Universitatea "Dunarea de Jos" din Galati

Organisation's contact details

Domeasca nr.47, Galati, Galati, 800008, Romania

Date endorsement charter and code

05/05/2022

Submission date to the European Commission

05/09/2023

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.

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Ensure compliance with the current legislation

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Based on the survey findings, researchers at UDJG are cognizant that their research should hold societal relevance and avoid duplicating prior research efforts	Creating guidelines for professional responsibility, considering the trends at both the European and national levels related to open data, open access, open science, and similar aspects.

Status

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	The researchers at UDJG are well-informed about the regulations, procedures, and legal principles governing the conduct and reporting of progress in scientific research.	Aligning internal norms with current legislation, which includes incorporating a provision specifying the responsibility of project managers to promptly report any potential project development delays.

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Regularly reviewing internal procedures concerning research activities to align them with the current legal provisions in the field of intellectual property

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Shifting the attitude and mindset of certain researchers when it comes to accessing funds allocated for research projects	Regularly assessing internal procedures for monitoring research projects, incorporating measures to mitigate implementation deficiencies

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Creating research ethics protocols that employ questionnaires or other specialized research instruments tailored for use with living beings, in some particular researches (as survey).

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	-	Enhancing the communication and utilization of research results.

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	-	Enhancing the visibility of research unit websites and more effectively promoting research results within the business environment, particularly for applied research.

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Update in accordance with the forthcoming legislative changes

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.

Status

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Update in accordance with the forthcoming legislative changes.

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	-	Regularly review internal procedures to integrate guidelines related to career development

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Our institution doesn't have yet published a version of our recruitment procedures online in English	The recruitment and selection procedures will be translate in English and will be published on the official site. Revising periodically the internal recruitment and selection procedures to align with current legal regulations

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	-	Regular updating of internal procedures to national and European legislation and trends.

Status

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16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

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18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	Advocating for professional, transdisciplinary, and inter-sectoral mobility as integral components of an academic career.

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19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

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20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

Status

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Postdoctoral programs have been implemented within certain projects, with admission criteria tailored at the project level to comply with funding entities' requirements, ensuring the positions' funding.	Providing long-term academic career development opportunities for postdoctoral program graduates, with their inclusion in evaluation criteria. Offering guidance, counselling, and orientation for those pursuing an academic career. Delivering postgraduate training in areas like career development and project management.

Working Conditions and Social Security

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The profession of researcher is recognized by national law, and researchers are recognized as professionals	Continuously ensure compliance with both national and European legislation, updating as required.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Both national and international workplace health and safety regulations are put into practice and adhered to	Expanding the range of Open Access scientific databases, further diversifying professional training programs, particularly in the field of research activity management, and enhancing the dissemination of information about continuous training programs available to UDJG employees

Status

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	The contractual relationships between UDJG and the personnel engaged in research activities are governed by study contracts and employment contracts, which comprehensively outline the rights and responsibilities of all parties involved. A series of facilities are provided, according to the legislation in force	Expanding alternative access options for researchers with disabilities, particularly in parking facilities. Continuously ensure compliance with both national and European legislation, updating as required.

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The survey reaffirmed the perception of job stability and permanence in UDJG	No action required

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Salaries in the public sector are determined by national legislation	No action required

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	UDJG maintains equal gender representation at all organizational levels, including management, through a policy of equal opportunity during recruitment and throughout career advancement.	The university employs 59.97% women, slightly above the national average of 51.12%. Revising internal regulations to include provisions promoting gender equality, if necessary.

Status

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	UDJG offers a dedicated career development strategy for researchers at every stage of their careers	Enhancing support mechanisms and tools to better facilitate the career development of researchers

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	National legislation incorporates the principle of both national and international mobility. UDJG acknowledges the importance of mobility in career advancement and considers any mobility experience within its evaluation system	Promoting professional, transdisciplinary, and inter-sectoral mobility as essential elements of an academic career

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	In accordance with legal recommendations and recognizing the academic and research nuances of our employees, we currently focus more on providing counselling and mentoring services to students. However, expanding mentoring and counselling activities to encompass researchers and research-related endeavours would be beneficial	Enhancing the scope of the existing Career Counselling Centre by introducing dedicated programs for researcher career development and providing comprehensive support and guidance across all stages of their research careers

Status

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	According to the surveyed researchers, UDJG guarantees the safeguarding of intellectual property rights, encompassing copyrights for publications, reports, and patents. UDJG, either through its specialized department for professional training programs or external sources, provides suitable training methods for didactic and entrepreneurial activities in research as integral components of researchers' professional development	Updating internal procedures periodically to incorporate guidelines on intellectual property rights at both European and national levels, while considering trends in open data, open access, open science, and related areas.

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	The institution actively promotes collaborative research and co-authorship, and provides financial recognition for personal contributions to patents or awarded work when applicable.	Enhancing internal procedures by providing clear guidance on co-authorship, outlining the allocation of authors' contributions from the outset, whether it be during the initial submission of work or the commencement of the patenting process

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	UDJG, either through its specialized department for professional training programs or external sources, provides suitable training methods for didactic and entrepreneurial activities in research as integral components of researchers' professional development	Enhancing financial support mechanisms and instruments for professional training, particularly for early-career researchers, by leveraging European and national projects and funding opportunities.

Status

34. Complains/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Complains/ appeals are solved in accordance with national and internal rules and procedures. There is no negotiation or mediation phase for conflict resolution within the university.	Expanding the responsibilities of the Counselling Centre to include the facilitation of amicable reconciliation between parties involved, aiming to prevent alternative disputes and expedite the resolution of complaints and conflicts

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	There is no gap - researchers are adequately represented in the Senate structures, the Board of Directors through the RDI vice-rector, and there exists a Scientific Council in UDJG.	No action required

Training and Development

36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	In research projects, the responsibilities and duties are delineated in employment contracts and job descriptions. During their training phase, researchers maintain regular interactions with their supervisors, which encompass documenting work progress and research findings, as well as receiving feedback through reports and seminars.	Specific actions related to the researcher-supervisor relationship could be more detailed/outlined in the university's research strategy.

Status

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	-	No action required

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Researchers and teaching staff have access to a variety of training opportunities throughout their careers, including courses, seminars, workshops, conferences, master's programs, e-learning, open thematic conferences, and professional training programs. These opportunities are encouraged and often offered without participation fees	Programs and projects designed to support the lifelong professional development of researchers

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	UDJG researchers have various opportunities to develop professionally and improve their employability through access to programs for the continuous development of skills and competences, as there is a centre specialized in continuous professional training programs.	Programs and projects designed to support the lifelong professional development of researchers. A stronger promotion and training of researchers to participate in these programs.

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i…	Experienced senior researchers and research team leaders oversee junior researchers, providing guidance and support. PhD students also have access to a dedicated PhD supervisor, an expert in research supervision, who offers tailored assistance to ensure their progress. Additionally, each doctoral student is supported by a guidance or tutoring committee."	No action required