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European Commission
DG Research and Innovation,
PO in charge for the "HR Strategy for Researchers incorporating the Charter and Code".
E-mail address: RTD-CHARTER@ec.europa.eu.

Subject: The acknowledgement of the University of Ljubljana Human Resources Strategy for Researchers for the 2012 – 2016 period by the European Commission

The University of Ljubljana (UL) has been actively participating in all the processes since the very beginnings of the EU initiative EURAXESS (former ERA – MORE) implementation in Slovenia. The UL is committed to observe the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Their implementation is defined and elaborated in the **Human Recourse Strategy of the University of Ljubljana for Researchers Career Development** (http://www.uni-lj.si/en/research_and_development_projects/the_research_infrastructural_centres_network/international_mobility_of_researches/strategy_for_researcher_career_development.aspx) for the period 2012–2016 and the **Action Plan** http://www.uni-lj.si/files/ULJ/userfiles/ulj/razis_razv_projekti/Strategije/Posodobitev_6_9_2013/Akcijski%20nacrt%20UL%20%20180613-final-ang.pdf.

The strategy was adopted at the 32nd UL Senate session on November 27, 2012, the Action plan was adopted on 39th UL Senate session on June 18, 2013.

The UL's HR strategy for the career development of researchers/all teaching staff is part of the UL's long-term development strategy (UL 2020, adopted by the UL Senate on October 23, 2012).

The UL's HR strategy for researchers career development was created in accordance with the findings shown in the detailed internal Status Analysis¹ for this area, the 2011 Business Report, which includes the UL Members' self-evaluation report, and the UL report on quality assurance in 2011. The survey of the UL Members present situation², their comments and improvement suggestions were included in the content and the data base.

¹ The Human Recourses Strategy for Researchers of the UL, Status Analysis, March 2012, adopted at the UL Commission for Research and Development, 17 May 2012 (http://www.uni-lj.si/files/ULJ/userfiles/ulj/razis_razv_projekti/Strategije/Posodobitev_29_1_2013/ANG/HR%20Strategy%20for%20researchers%20Status%20Analysis.pdf)

² The survey of the UL Members present situation, in Slovene language (http://www.uni-lj.si/files/ULJ/userfiles/ulj/razis_razv_projekti/Strategije/Posodobitev_29_1_2013/ANG/Odgovori%20fakultet%20na%20vprašalnik%20kariere%20raziskovalcev.pdf)





The collected data were summarized and analysed before being considered in the preparation of the starting points.

The UL HR strategy for the career development of researchers is covering a four years period, from 2012 to 2016 and consists of: the presentation of the current situation, the identified obstacles and suggestions for improvement, including presentation of the goals, priority areas/operational targets and implementation of monitoring.

The defined priority areas/operational targets form the framework for the action plan. The action plan specifies individual activities geared towards realization of the set priorities within the defined timeframe.

The entire University of Ljubljana participated in drafting the strategy and the action plan: the UL and UL Members' management, the researchers, the expert bodies, the relevant Member/UL Senate commissions and services, as well as the Rectorate. All documents are publicly published on the university web site, under Research and development projects/International mobility of researchers ([http://www.uni-lj.si/en/research and development projects/the research infrastructural centres network/international mobility of researches.aspx](http://www.uni-lj.si/en/research_and_development_projects/the_research_infrastructural_centres_network/international_mobility_of_researches.aspx))

With the adoption of the strategy and the action plan, the UL expressed its commitment towards implementation of the Charter and Code principles. With this explanation, please receive our official request to obtain the EU quality label 'HR Excellence in Research'.

Sincerely yours,

Prof. dr. Miha Juhart
Vice-rector

