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LA/FR/GPD

European Commission
DG Research & Innovation
B2 ERA Policy and Reform
ORBN 02/106
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Oggetto: Declaration of endorsement and commitment of the Università degli Studi dell'Insubria to the European Charter for Researchers, the Code of Conduct for the Recruitment of Researchers and the Human Resources Strategy for Researchers HRS4R

I, Prof. Alberto Coen Porisini, Rector of the Università degli Studi dell'Insubria, in full agreement with the Academic Senate's resolution n. 23 of February 20th 2017,
declare

that, with the endorsement of the *Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, the Università degli Studi dell'Insubria commits to the stated principles and will guarantee a research environment and working conditions as expressed in the above mentioned documents.

Although several of the general principles of the Charter and Code are already common practice at our institution, their adoption will provide additional guidelines for further improvement and will represent an added value for the recruitment of researchers.

The Università degli Studi dell'Insubria notifies you about our commitment to get involved into the process of implementing a *Human Resources Strategy for Researchers (HRS4R)* in our institution, to undergo all subsequent phases and to submit within one year from the present letter the Gap Analysis and Action Plan, as required by the new Guidelines to the implementation of the 'strengthened' HRS4R.

Varese, 28 AGO. 2017

The Rector
Prof. Alberto Coen Porisini
IL PRORETTORE VICARIO
Prof. Giuseppe Colangelo

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