

European Commission  
Directorate-General for Research  
Att. Mr. Robert-Jan Smits  
B-1049 Brussels  
Belgium

**Declaration of commitment by University of Cádiz to the Principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers"**

University of Cádiz welcomes and supports the Recommendation of the European Commission 2005/251/EC on *"The European Charter for Researchers"* and *"The Code of Conduct for the Recruitment of Researchers"*

Within its legal boundaries and in accordance with its general policy, University of Cádiz hereby commits itself to applying the stated principles via its human resources policies for researchers and to promoting transparency, accessibility, equity, and the pursuit of excellence in the recruitment of researchers.

In adhering to this Recommendation, University of Cádiz will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Researcher Area.

Signed in Cádiz, 14th January, 2018



Casimiro Mantell Serrano  
Vice-chancellor for Research  
University of Cádiz



**EUROPEAN COMMISSION**  
DIRECTORATE-GENERAL FOR RESEARCH & INNOVATION

Directorate B – Open Innovation and Open Science  
**B.2 – Open Science and ERA Policy**  
The Head of Unit

Brussels,  
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**Subject: Endorsement of the 'Charter and Code' principles and commitment to the implementation of the HRS4R**

Dear Mr Mantell Serrano,

We are pleased to hear that the University of Cádiz has endorsed the 40 principles of the '*European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*' (Charter and Code). Soon it will be listed on the EURAXESS website under 'Charter and Code Endorsements' <https://euraxess.ec.europa.eu/jobs/charter>.

According to the 2015 experts report 'Shaping the future of the Human resources Strategy for Researchers – HRS4R' and its implementation guidelines your institution is now committed to enter the Human Resources Strategy for Researchers procedure within the next 12 months.

By implementing the 'Charter and Code' principles, your institution will be joining a community of over 900 universities, research institutions and funders from across Europe, including a number of international institutions. Implementing these principles across Europe is essential to ensure the availability of motivated, highly qualified and skilled human resources that are capable of studying and overcoming the challenges of the future. Your institution's declaration of commitment will send a clear signal to researchers that you are determined to contribute to making research careers in Europe more attractive and sustainable.

Actively embedding the principles of 'Charter and Code' in your institutional Human Resources policies contributes to creating a true European Open Labour Market for research and innovation, thus fitting the overall policy objectives of the European Research Area.

I wish you every success in implementing the principles of the 'Charter and Code' in your institution.

Should you need further information, please do not hesitate to consult the EURAXESS website at <https://euraxess.ec.europa.eu/jobs/hrs4r> or contact our functional mailbox [RTD-CHARTER@ec.europa.eu](mailto:RTD-CHARTER@ec.europa.eu).

Yours sincerely,

Fabienne Gautier