



European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

National Institute of Chemistry  
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1000 Ljubljana  
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Date: 20<sup>th</sup> of January 2020

**Declaration of Endorsement of and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)**

The National Institute of Chemistry, represented by its Director, prof. dr. Gregor Anderluh, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many of these principles have already been implemented in our institute. For example *Ethical principles* by adopting Code of Ethics, principle of *Gender balance* by participating in the PLOTINA project and ensuring *working conditions* that allow employees to reconcile professional and family life with flexible working hours.

However, there is a range of possibilities for improvement in the field of *Stability and permanence of employment, recruiting young researchers* and enable them to *pursue a research career*. National Institute of Chemistry will strive to ensure even greater *transparency* in the recruitment process and, to the fullest extent possible, strive to ensure *stability of employment*.

The National Institute of Chemistry not only supports the work and development of individual researchers, but also aims to maintain the high quality of research in general. Institute will ensure the *transfer of knowledge* to the younger generations and the continuous *training and acquisition of knowledge* by older researchers as well.

Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).



We strongly believe that implementing these principles of the Charter and Code will contribute to further develop the European Research Area.

National Institute of Chemistry therefor appoints Contact Person for the HRS4R:

Ms. Eva Hladnik ([eva.hladnik@ki.si](mailto:eva.hladnik@ki.si))

And working group, which will work on the goals set by the institute and look for continuous improvement in the research field. Beside Contact Person, Eva Hladnik, the working group will be composed of Mrs. Anka Čadež, Director's Assistant ([anka.cadez@ki.si](mailto:anka.cadez@ki.si)), Ms. Kaja Rems, Human Resources management ([kaja.rems@ki.si](mailto:kaja.rems@ki.si)), Mrs. Barbara Tišler, Project Office ([barbara.tisler@ki.si](mailto:barbara.tisler@ki.si)), Mrs. Lilijana Grah, Library ([lili.grah@ki.si](mailto:lili.grah@ki.si)) and prof. dr. Jože Grdadolnik ([joze.grdadolnik@ki.si](mailto:joze.grdadolnik@ki.si)), the Vice President of the Scientific Council.

Yours faithfully,

prof. dr. Gregor Anderluh,

director of the National Institute of Chemistry



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