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Mr. Robert-Jan Smits
Directorate General for Research and Innovation
European Commission
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Support letter for the European Charter for Researcher and the Code of Conduct for the Recruitment of Researchers


The Institute of Heavy Organic Synthesis "Blachownia" (Polish abbreviation ICSO) in Kędzierzyn-Koźle, Poland represented by the Director dr Andrzej Krueger, hereby 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" (hereinafter referred to as the Charter and the Code).

The Institute of Heavy Organic Synthesis "Blachownia" declares to respect and disseminate The Charter and the Code among its employees, especially researchers including recruitment personnel.

The Institute of Heavy Organic Synthesis "Blachownia" realizes the importance and value of the Charter and the Code for its development and creation of good conditions for future and employed researchers. Well defined, fair and transparent rules should be defined for the convenience of the researchers on all stages of their scientific career.

The Institute of Heavy Organic Synthesis "Blachownia" declares taking on steps to implement the principles of The Charter and The Code and confirms its intention to support the efforts of the European Commission to make the careers of researchers more attractive in the European Research Area.

Kind regards


Dr Andrzej Krueger
Director