



UNIVERSITY OF KRAGUJEVAC  
SERBIA

**DECLARATION OF COMMITMENT  
TO THE PRINCIPLES OF THE RECOMMENDATION OF THE EUROPEAN COMMISSION ON THE  
"EUROPEAN CHARTER FOR RESEARCHERS" AND  
"THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

The University of Kragujevac, Republic of Serbia, represented by its Rector, prof. dr Nebojša Arsenijević, welcomes and fully supports the Recommendation of the European Commission 2005/251/EC on the *European Charter for Researchers and Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as the *Charter and Code*).

As a state institution, the University of Kragujevac endorses the framework for researchers, employers and funders constituted by the *European Charter for Researchers*, which invites them to act responsibly and as professionals within their working environment, and to recognize each other as such. The University of Kragujevac also fully complies with the set of general principles and requirements that should be followed by employers when appointing researchers, as suggested by the *Code of Conduct for the Recruitment of Researchers*.

By endorsing the *Charter and Code*, the University of Kragujevac recognizes the importance of all underlying principles and commits itself to their implementation in the Human Resources policy and management with the aim of encouraging career development of researchers in order to meet the requirements for academic excellence in the European Union.

The University of Kragujevac is fully in line with the efforts of the European Commission directed towards making the careers of researchers more attractive and transparent, it is dedicated to fostering international cooperation in research and mobility of researchers and, by signing the *Charter and Code* wishes to emphasize its further contribution to the creation of an open and attractive European labor market in the realm of research and science.

By subscribing to the *Charter and Code*, the University of Kragujevac reaffirms its intention to contribute to the advancement of the European Research Area.

In Kragujevac, on September 20<sup>th</sup>, 2016

RECTOR OF THE UNIVERSITY OF KRAGUJEVAC



Prof. dr Nebojša Arsenijević