

Reference no.: TUL: JID-299323
Date: 5th December 2017

Declaration of Commitment to “The European Charter for Researchers” and “The Code of Conduct for the Recruitment of Researchers”

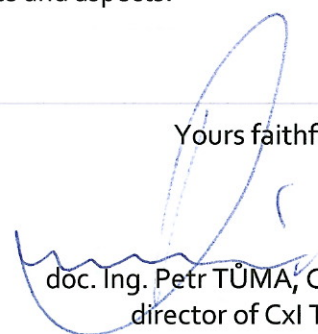
Institute for Nanomaterials, Advanced Technologies and Innovation Technical University of Liberec (Cxl) represented by director doc. Ing. Petr Tůma, CSc., welcomes and fully supports the initiative of the European Commission and the recommendations given in **the European Charter for Researchers** and **the Code of Conduct for the Recruitment of Researchers**.

Cxl endorses the 40 principles of the Charter & the Code and expresses the commitment to implement the Human Resources Strategy for Researchers (HRS4R).

We believe that the principles of the Charter & the Code will help us to increase the attractiveness of our institution by offering the researchers favourable work conditions, an access to the training and by providing the employees with the opportunities of the career development, as well as they will contribute to enhancing the quality of the research we conduct and to the development of the innovations.

Many principles and requirements of the Charter and the Code have already been implemented by Cxl and are part of Cxl's culture. Cxl recognizes the rules of the Charter and the Code as its responsibility toward scientific community and will continue to develop and support these principles and aspects.

Yours faithfully



doc. Ing. Petr TŮMA, CSc.
director of Cxl TUL

doc. Ing. Petr Tůma, CSc.
ředitel
Ústav pro nanomateriály,
pokročilé technologie a inovace



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,
rtd.ddg1.b.2(2017)6764862

adela.zemanova@tul.cz

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

Dear Prof. Tůma,

We are pleased to hear that the Institute for Nanomaterials, Advanced Technologies and Innovation of the Technical University of Liberec 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.

Yours sincerely,

Fabienne Gautier