



European Commission
Directorate-General for Research and Innovation
Mr. Robert-Jan Smits
Director-General
Brussel

Reference Number: 22/2017/01385
P2017-037 111

Ústí nad Labem, 28. 11. 2017

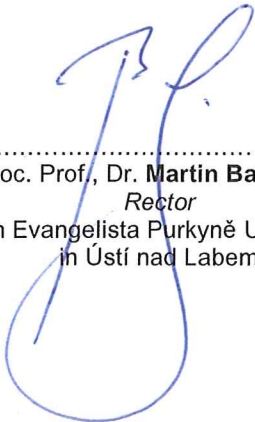
Dear Sir,

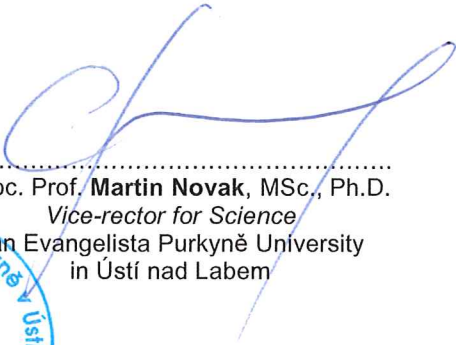
The Rector of Jan Evangelista Purkyně University in Ústí nad Labem would like to inform you that the University has decided to engage in the process of implementation of strategy for development of human resources in science, research and innovation (HRS4R) after a thorough consideration of all the circumstances and in accordance to its development strategy.

The University advocates to the basics principles that are described in the European Charter for Researchers and to the Code of Conduct for the Recruitment of Researchers. Many of the principles that are described in these documents are already a part of the University's inner regulations and codices. Therefore, our effort is creating a complex care system and working with human resources in research and development.

We would like to be recognised as a research organisation that deals with all its workers on the basis of a fair approach, democratic and ethical principles. Our goal is to create a quality, stable and respected research organisation that respects the Charter and Code rules.

Sincerely


.....
Assoc. Prof., Dr. **Martin Balej**, Ph.D.
Rector
Jan Evangelista Purkyně University
in Ústí nad Labem


.....
Assoc. Prof. **Martin Novak**, MSc., Ph.D.
Vice-rector for Science
Jan Evangelista Purkyně University
in Ústí nad Labem





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)6793138

prorektor.veda@ujep.cz

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

Dear Prof. Balej, dear Prof. Novak,

We are pleased to hear that Jan Evangelista Purkyně University in Ústí nad Labem 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