



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

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Universitat de València
Rector Esteban Jesus Morcillo
Sánchez
Av. de Blasco Ibáñez 13
46010 València
Spain

Dear Mr Morcillo Sánchez ,

We are pleased to hear that the Universitat de València is committed to support the principles of the Charter and Code and we acknowledge receipt of its Declaration of Commitment.

Soon it will be listed on the Charter and Code Endorsements page (under 'Spain') <http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode#A>

We hope Universitat de València will go further in the process by undergoing its implementation mechanism, i.e. the Human Resources Strategy for Researchers (HRS4R).

As you may be aware, the HRS4R is a voluntary five step process that ensures continuous progress in HR policies in research institutions. More information can be found on the EURAXESS Rights at: <http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

The first step is to map your current HR policies with the 40 principles of the Charter and Code. Once you have an internal gap analysis to see where gaps exist, you can set up an action plan to address these. This process should be an inclusive one with input from researchers, HR staff and management. The gap analysis, action plan and HR Strategy document explaining the process you went through can then be sent to the EURAXESS Rights Team for review and potential attribution of the HR Award.

For the time being 132 Spanish institutions have already endorsed the Charter and Code and 43 have received the HR Award.

Should you have any further questions, the EURAXESS Rights Team remains at your disposal (RTD-CHARTER@ec.europa.eu).

Yours sincerely,

Fabienne Gautier



VNIVERSITAT ID VALÈNCIA

European Commission
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Declaration of Commitment by Universitat de València to the Principles of the European Commission recommendation 200/251/EC of 11 March 2005 on “The European Charter for Researchers” and on “The Code of conduct for the recruitment of researchers”.

Universitat de València, welcomes and supports the Recommendation of the European Commission on the “European Charter for Researchers” and on the “Code of conduct for the recruitment of Researchers”.

In accordance with its internal policies and within its legal boundaries, Universitat de València commits itself to apply the stated principles via its human resources policies for researchers and to promote transparency, accessibility, equity and the pursuit of excellence in the recruitment of researchers.

By adhering to this Recommendation, Universitat de València will reinforce its effort to create the best possible framework within which its researchers can develop their careers, while at the same time contributing to the development of the European Research Area.

Signed in duplicate in València 5th April 2016

Esteban Jesus Morcillo Sánchez
Rector
Universitat de València

