

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

European Commission  
Attention: Carlos Moedas  
Commissioner for Science and Research  
Brussels, Belgium

Having examined the recommendations and principles laid down in the European Commission’s Recommendation of 11 March 2005 on the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (the ‘Charter & Code’), the University of Porto (U.Porto), represented by its Rector Prof. Dr. Sebastião Feyo de Azevedo and Vice-Rector for Research and Development, Prof. Dr. Maria João Ramos, hereby welcomes and fully supports the Recommendation.

Several of the general principles proposed in the Charter & Code are already common practice at our institution. Therefore, we subscribe to the principles of ethics, research freedom, independence, accountability and transparency as laid down in the Charter for Researchers, as well as the requirements for fair and transparent recruitment processes set out in the Code of Conduct.

This endorsement is in line with U.Porto’s policy aimed at making a researcher's career more attractive and at enhancing the quality of research and innovation, while contributing to the realisation of an open and attractive European labour market for researchers within the European Research Area.

By subscribing to the principles of the Charter & Code, the U.Porto recognises the value of the Principles and commits to make efforts to applying them. U.Porto also commits itself to disseminate the Charter & Code recommendations internally amongst its members and researchers, as well as among the staff involved in the recruitment of researchers.

Porto, 25 February 2015.



Prof. Dr. Sebastião Feyo de Azevedo  
Rector, University of Porto



Prof. Dr. Maria João Ramos  
Vice-rector for R&D, University of Porto