



Universidade do Minho

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

In accordance with the Commission’s Recommendation of March 11<sup>m</sup>, 2005, on the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers, the University of Minho (UMinho) hereby represented by its Rector, Professor Rui Vieira de Castro, and the Vice-Rector for Research and Innovation, Professor Rui L. Reis, declares its engagement in fulfilling the general principals and requirements set down in the EC Recommendation.

The University of Minho has already enforced several principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers, namely by including some directives in its Ethics Conduct Code implemented in 2012 and other strategic documents, such as the UMinho’s Strategic Plan 2020 and Action Plan.

The University of Minho is also committed in setting clear guidelines on the recruitment of researchers, through the University of Minho’s Regulations and best practices through both employment contracts and fellowships.

The University of Minho is, therefore, committed with the Commission’s policy to create a genuine labour market for researchers, by establishing a set of measures to promote the attractiveness of research careers and the quality of research in the European Research Area.

Therefore, we, **the University of Minho, having endorsed the 40 principles of Charter and Code, notify you about our commitment to get involved into the process of implementing a Human Resources Strategy for Researchers (HRS4R) in our institution.**

University of Minho, January, 17<sup>m</sup> 2018.

The Rector

Professor Rui Vieira de Castro

The Vice-Rector for Research and Innovation

Professor Rui L. Reis