



LUNDS
UNIVERSITET

Vice-Chancellor

DECISION

1

10 January 2019

Reg. no STYR 2019/38

Implementing the Charter & Code – the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers – with the Human Resources Strategy for Researchers tool (HRS4R).

Background

In March 2005, the European Commission issued the Recommendation on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. The aim of the charter is to establish a strong European Research Area as well as to support and give structure to European research policy.

In accordance with the European Council's ambition to make Europe the most competitive and dynamic knowledge-based economy in the world, the charter aims to improve the conditions for research freedom, support an open labour market for researchers by increasing mobility, counter all kinds of discrimination, promote access to and exchange of knowledge and facilitate ongoing quality-assurance work at European universities.

The Charter & Code is aimed at researchers at all stages of their careers and covers all areas of research within both the public and private sectors. The Charter & Code consists of general principles and requirements that specify roles, responsibilities and rights for researchers and employers.

By adopting the Charter & Code, employers demonstrate their commitment to act in a responsible and professional way toward their employees. The employer agrees to support equality and transparency of recruitment processes as well as to provide fair conditions for researchers, with an intention to contribute to the development of the European Research Area. The aim is to become an attractive workplace for researchers looking for a new employer or host for their research projects.

Decision

The University decides that Lund University shall adopt the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* and appoints the university director to lead the work on its implementation.

The decision in this matter was made by the undersigned vice-chancellor in the presence of the deputy university director Cecilia Billgren after consultation with a Lund University students' unions representative and after a presentation by the director of human resources Ann Silbersky Isaksson.

Torbjörn von Schantz

Ann Silbersky Isaksson
(Division of Human Resources)