



MINISTERIO  
DE CIENCIA, INNOVACIÓN  
Y UNIVERSIDADES

 **CSIC**  
CONSEJO SUPERIOR DE INVESTIGACIONES CIENTÍFICAS

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**ENDORSEMENT OF THE EUROPEAN CHARTER FOR RESEARCHERS AND CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS (CHARTER AND CODE)**

The Spanish National Research Council welcomes and supports the initiative of the European Commission to ensure a supportive research environment for researchers on mobility.

Having endorsed the 40 principles of Charter and Code, we notify you about our commitment to implement these principles in our institution via the Human Resources Strategy for Researchers (HRS4R).

The Spanish National Research Council is one of the leading research institution at the national level, with an increasing international outreach.

A continuous enhancement of, amongst others, working conditions and career opportunities is one of the top priorities of this institution. We therefore welcome the opportunity of internal analysis in the framework of the HRS4R and aim at embedding this process in the wide array of current activities in our institution's human resources policy.

By implementing the Charter and Code principles, the Spanish National Research Council aims at attracting the most outstanding researchers within the European Research Area and beyond.

Best regards,



Rosa Menéndez López  
President of the Spanish National Research Council

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