

**DECLARATION OF COMMITMENT TO THE PRINCIPLES EUROPEAN  
CHARTER OF RESEARCHERS AND CODE OF CONDUCT FOR THE  
RECRUITMENT OF RESEARCHERS**

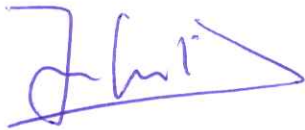
The University of Deusto hereby endorses the Commission Recommendation 2005/251/EC on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (hereinafter referred to as: the Charter and Code).

By endorsing the Charter and Code, the University of Deusto recognizes the value of all the underlying principles and will endeavor to implement them in its Human Resources policy and management with the aim of guarantying transparency, accessibility and equity for the recruitment of researchers.

This endorsement by the University of Deusto is in line with its current institutional strategy and policies aiming at making a researcher's career more attractive and at enhancing the quality of research and innovation.

By adhering to the Charter and Code, the University of Deusto contributes to creating an adequate framework for the researchers and to the enhancing of the prestige and attractiveness of the European Research Area.

Signed in duplicate in Bilbao, on February the 24<sup>th</sup>, 2014



José María Guibert Ucin, S.I.

Rector

