



**RESEARCH ORGANISATIONS**  
FIVE REASONS TO SIGN THE CHARTER AND CODE:

1. You stand for a stimulating and favourable working environment for researchers
2. You support actively a change in working culture
3. You join a truly pan-European network consisting of researchers and research organisations
4. You care about your Human Resources
5. You benefit from international visibility

**RESEARCHERS**  
FIVE REASONS TO CHOOSE AN INSTITUTION WHICH HAS SIGNED THE CHARTER AND CODE:

1. Your rights as a professional are recognised
2. Your mobility experience is valued
3. Your work-life balance is respected
4. Recruitment transparency is guaranteed
5. You will join a truly pan-European network consisting of research organisations and researchers



CONTACT US:  
rtd-charter@ec.europa.eu

USEFUL LINKS:

EURAXESS	<a href="http://ec.europa.eu/euraxess">http://ec.europa.eu/euraxess</a>
EURAXESS Rights	<a href="http://ec.europa.eu/euraxess/rights">http://ec.europa.eu/euraxess/rights</a>
EURAXESS Jobs	<a href="http://ec.europa.eu/euraxess/jobs">http://ec.europa.eu/euraxess/jobs</a>
EURAXESS Services	<a href="http://ec.europa.eu/euraxess/services">http://ec.europa.eu/euraxess/services</a>
EURAXESS Links	<a href="http://ec.europa.eu/euraxess/links">http://ec.europa.eu/euraxess/links</a>

THE FULL TEXT OF THE CHARTER AND CODE IS AVAILABLE IN THE EUROPEAN COMMUNITY LANGUAGES AT:  
<http://ec.europa.eu/euraxess/rights>

NEWSLETTER 'EUROPE4RESEARCHERS':  
<http://ec.europa.eu/euraxess/newsletter>

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The European Charter  
for Researchers and  
The Code of Conduct  
for the Recruitment  
of Researchers

WHAT  
ARE  
THEY?



<http://ec.europa.eu/euraxess/rights>

## ABOUT EURAXESS RIGHTS

EURAXESS Rights refers to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, and their implementation.

Both the 'Charter and Code' spell out the roles, responsibilities and rights of researchers as well as of their employers and funders. They guarantee attractive research careers and improve employment and working conditions for researchers throughout Europe.

EURAXESS Rights is a major component of the European Union's strategy to stimulate employment and economic growth, by setting up a competitive, transparent and open labour market for researchers.

### THE EUROPEAN CHARTER FOR RESEARCHERS COVERS AMONGST OTHERS:

- Recognition of the profession
- Career development
- Value of mobility

### THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS COVERS AMONGST OTHERS:

- Recruitment principles
- Selection criteria
- Postdoctoral appointments

By the end of 2008 almost 900 institutions from 25 European and non-European countries have signed up.

The list of undersigning organisations is available at: <http://ec.europa.eu/euraxess/rights>



## WHO CAN SIGN THE CHARTER AND CODE?

Any organisation employing or funding researchers (i.e. universities, private companies, research centres) can sign up. Organisations may be located all over the world and do not have to be based in the European Union. The Charter and Code should be signed by the organisation's highest authority.

By signing the Charter and Code, an organisation voluntarily commits to implementing the common objectives outlined in both documents.

## HOW TO SIGN THE CHARTER AND CODE?

The signature process is simple. If your organisation agrees with the principles of the Charter and Code, please contact [rtd-charter@ec.europa.eu](mailto:rtd-charter@ec.europa.eu). The EURAXESS Rights team will guide you through the signature process.

## HOW TO IMPLEMENT THE CHARTER AND CODE?

The 'Human Resources Strategy for Researchers' assists the undersigning organisations in the implementation of the Charter and Code. This step by step process enables organisations to truly integrate the principles into their own Human Resources policy, thereby promoting the organisation as a stimulating and favourable work place.

More information about the 'Human Resources Strategy for Researchers' is available at: <http://ec.europa.eu/euraxess/rights>



EURAXESS RIGHTS, HOSTING THE CHARTER AND CODE, IS PART OF 'EURAXESS - RESEARCHERS IN MOTION', ALONGSIDE OTHER KEY INITIATIVES FACILITATING THE CAREERS AND LIVES OF RESEARCHERS:

-  **EURAXESS Jobs** is a recruitment tool for researchers with constantly updated job vacancies and funding opportunities throughout Europe
-  **EURAXESS Services** provides free personalised assistance to help researchers and their family to relocate to another country
-  **EURAXESS Links** is a network of European researchers abroad, so far launched in the USA and Japan

