



**UNIVERSITY OF NIŠ**  
Univerzitetski trg 2  
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- 8 NOV 2010

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**UNIVERSITY OF NIŠ**  
**SERBIA**

**DECLARATION OF COMMITMENT TO THE PRINCIPLES OF THE RECOMMENDATION OF THE EUROPEAN COMMISSION ON THE "EUROPEAN CHARTER FOR RESEARCHERS" AND "THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS"**

The University of Niš, Republic of Serbia, welcomes and fully supports the Recommendation of the European Commission of 11<sup>th</sup> March 2005 on the *European Charter for Researchers and Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as the *Charter and Code*).

As a state institution, the University of Niš endorses the framework for researchers, employers and funders constituted by the *European Charter for Researchers*, which invites them to act responsibly and as professionals within their working environment, and to recognise each other as such. The University of Niš also fully complies with the set of general principles and requirements that should be followed by employers when appointing researchers, as suggested by the *Code of Conduct for the Recruitment of Researchers*.

By endorsing the *Charter and Code*, the University of Niš recognizes the importance of all these underlying principles and commits itself to their implementation in the Human Resources policy and management with the aim of encouraging career development of researchers in order to meet the requirements for academic excellence in the European Union.

The University of Niš has proven its commitment to the establishment of fair framework conditions to researchers by endeavouring, in line with the efforts of the European Commission, to make the careers of researchers widely recognised and thus to foster cooperation in research and mobility of researchers. Joining the creation of an open and attractive European labour market in the areas of research and science by signing the *Charter and Code* demonstrates a lasting policy of the University of Niš to be part of the European academic and economic map.

By subscribing to the *Charter and Code*, the University of Niš reaffirms its intention to contribute to the advancement of the European Research Area.

Signed in Niš, 8<sup>th</sup> November 2010

RECTOR OF THE UNIVERSITY OF NIŠ



Prof. Dr. Miroljub Grozdanović