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European Commission  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

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## Endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers

We, the Pavol Jozef Šafárik University in Košice, established in 1959 and represented by prof. RNDr. Pavol Sovák, CSc., the Rector of the university, are welcoming and supporting the initiative of the European Commission to ensure a supportive research environment for researchers on mobility. Having endorsed the 40 principles of European Charter for Researchers and Code of Conduct for the Recruitment of Researchers, we would like to hereby notify you about our commitment to start the procedure and to undergo all subsequent cycles of the implementation of the Human Resources Strategy for Researchers (HRS4R).

The Pavol Jozef Šafárik University in Košice is one of the leading research universities in the Slovak Republic. For several years has been ranked in renowned rankings (Best Global Universities Ranking, URAP, U-Multirank) and in comparison, with other Slovak universities has been regularly in the first two. The University is a member of the European University Association, signatory of the Magna Charta Universitatum, and it has joined the network of Scholars at Risk. One of the top priorities of the university, declared also in its strategic plan, is a continuous enhancement of working conditions and career opportunities of employees and researchers working at the university. We, therefore, welcome the opportunity of internal analysis in the framework of the HRS4R, and we aim to embed this process in the wide array of current activities in our institution's human resources policy.

With the implementation of the Charter and Code principles, we intend to enhance the stable and attractive conditions for the researchers within the European Research Area.

Best regards,

  
prof. RNDr. Pavol Sovák, PhD.  
Rector