

European Commission  
Directorate-General Research & Innovation

Der Präsident  
Professor Matthias Kleiner

## Declaration of endorsement of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The German Research System has long been committed to improve training, working conditions and career management of its researchers. The Leibniz Association actively supports this process and has established its own "Guidelines on the working conditions and career management of doctoral and post-doctoral researchers at Leibniz Institutes"<sup>1</sup>, in conjunction with its member institutes.

The Leibniz Association, therefore, welcomes the growing attention the European Commission is giving to researchers in the context of the European Research Area and acknowledges the importance of improved framework conditions for the career management of researchers in Europe. Consequently, the Leibniz Association is pleased to endorse the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and recommends its member institutes to consider the principles of Charter and Code where they are not impeded by national regulatory provisions.

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The Leibniz Association connects 89 independent research institutions that range in focus from the natural, engineering and environmental sciences via economics, spatial and social sciences to the humanities. Leibniz institutes address issues of social, economic and ecological relevance. They are employing some 18.100 individuals, including 9.200 researchers, and conduct knowledge-driven and applied basic research, maintain scientific infrastructure and provide research-based services.

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<sup>1</sup> [http://www.leibniz-gemeinschaft.de/fileadmin/user\\_upload/downloads/Karriere/Karriere-Leitlinien\\_Leibniz-Gemeinschaft\\_Maerz\\_2013.pdf](http://www.leibniz-gemeinschaft.de/fileadmin/user_upload/downloads/Karriere/Karriere-Leitlinien_Leibniz-Gemeinschaft_Maerz_2013.pdf)