

SUBJECT: *Adhesion to the Recommendation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*

Dear

The Institut Pasteur (IP), considering the general principles and requirements laid out in the Recommendation of the European Commission of March 11th, 2005 "*The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*", expresses its support to this Recommendation.

In adhering to the Recommendation, the Institut Pasteur commits itself, wherever possible, to applying the stated principles to its human resources management, the goal of which is to encourage open and diversified career development, regardless of the researcher's status and in agreement with the Institut Pasteur's working legislative rules.

Accordingly, actions will be carried out to increase the openness and transparency of researcher recruitment, to encourage all forms of mobility and to better take these into account in the evaluation of a researcher's career.

The Institut Pasteur will continue to act in collaboration with its partners to guarantee transparency, accessibility and equity for the recruitment of researchers. The aim is to increase and perpetuate the attractiveness of Europe for scientific careers at all stages, from doctorates and post-doctorates to the senior positions.

The Institut Pasteur will maintain and further develop a research environment and working conditions which enable high quality research to be carried out, and will heighten awareness among researchers as to the principles laid out in the Recommendation.

The Institut Pasteur also commits itself to supporting wherever possible all proposals for the development of the legislative or statutory framework which is essential to the implementation of the Charter and the Code.

By committing to the principles of the Charter and the Code, the Institut Pasteur confirms that it will make research careers' attractiveness one of its utmost strategic goals.

By committing to this Recommendation, the Institut Pasteur contributes to the building of the European Research Area in the framework of the Lisbon strategy and actively supports the European Commission in promoting attractiveness of research careers through the recognition of a genuine "European careers".

Yours sincerely,

A handwritten signature in blue ink that reads "A. Dautry". The signature is written in a cursive style with a large initial 'A' and a distinct dot after the first name.

Professor Alice Dautry

May 15th, 2009