



EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR RESEARCH & INNOVATION

Directorate B - Innovation Union and European Research Area
B.2 - ERA policy and reform
Head of Unit

Brussels, **13 OCT. 2014**
RTD.DDG2.B.2/IB/ss
Ares save number: (2014)3627708

Jordi Isern Vilaboy
Institut D'Estudis Espacials de
Catalunya
Gran Capità 2-4
09034
Barcelona
Spain

Dear Mr Isern Vilaboy,

We are pleased to hear that the Institut D'Estudis Espacials de Catalunya (IEEC) is committed to support the principles of the Charter and Code and we acknowledge receipt of its Declaration of Commitment.

Soon it will be listed on the C&C Endorsements page (under 'Spain')
<http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode#A>

We hope the Institut D'Estudis Espacials de Catalunya will go further in the process by undergoing its implementation mechanism, i.e. the Human Resources Strategy for Researchers (HRS4R).

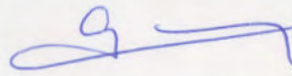
As you may be aware, the HRS4R is a voluntary five step process that ensures continuous progress in HR policies in research institutions. More information can be found on the EURAXESS Rights at:
<http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

The first step is to map your current HR policies with the 40 principles of the Charter and Code. Once you have an internal gap analysis to see where gaps exist, you can set up an action plan to address these. This process should be an inclusive one with input from researchers, HR staff and management. The gap analysis, action plan and HR Strategy document explaining the process you went through can then be sent to the EURAXESS Rights Team for review and potential award of the HR logo.

For the time being, eight Spanish institutions have already endorsed the Charter and Code and been awarded the HR logo.

Should you have any further questions, the EURAXESS Rights Team remains at your disposal (RTD-CHARTER@ec.europa.eu).

Yours sincerely,



Fabienne Gautier