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European Commission  
Anna Karaoglou, Deputy Head of Unit  
Directorate General for Research and Innovation  
ERA Policy and Reform  
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**Der Präsident**

Universitätsprofessor  
Dr. Georg Krausch

**Human Resources -  
Personnel Development**

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25 November 2015

**Letter of Endorsement:**

**European Charter for Researchers and Code of Conduct for the Recruitment of  
Researchers**

Dear Ms. Karaoglou,

Johannes Gutenberg-Universität Mainz (JGU), represented by its president, Professor Georg Krausch, expresses its full support for the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

Many aspects of the Charter and Code are already respected and implemented at JGU. By endorsing their principles, JGU acknowledges the importance of the Charter and Codex in contributing to the attractiveness of research careers in the European Research Area and in creating excellent conditions for research at its own institution.

The development of a Human Research Strategy for Researchers is a core element of the organizational development of JGU. The Charter and Code were signed by the German Rector's Conference (HRK) in 2005, and as a member of the HRK, JGU also endorses the Charter and Code, and is dedicated to their full implementation.

Sincerely,



Univ.-Prof. Dr. Georg Krausch  
President