



**EUROPEAN COMMISSION**  
DIRECTORATE-GENERAL FOR RESEARCH & INNOVATION

Directorate B – Open Innovation and Open Science  
**B.2 – Open Science and ERA Policy**  
The Head of Unit

Brussels,  
RTD.DDG1.B.2/IB/ia  
Ares save number: (2016)1458243

**Prof. Julián Flórez Esnal**  
**VICOMTECH-IK4**  
**Mikeletegi Pasealekua 57**  
**Parque Tecnológico**  
**20009 Donostia – San Sebastián**  
**Spain**

Dear Dr. Julián Flórez Esnal,

We are pleased to hear that the Fundación Centro de Tecnologías de Interacción Visual y Comunicaciones (VICOMTECH-IK4) 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 Charter and Code Endorsements page (under ‘Spain’)  
<http://ec.europa.eu/euraxess/index.cfm/rights/charterAndCode#A>

We hope the Fundación Centro de Tecnologías de Interacción Visual y Comunicaciones (VICOMTECH-IK4) 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 attribution of the HR Award.

For the time being, more than 137 Spanish institutions have already endorsed the Charter and Code and 44 have received the HR Award.

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

Yours sincerely,

Fabienne Gautier