



Under the Rectors Conference of Slovenia of 19 November 2008, the University of Ljubljana signed the Declaration of Commitment by Slovenian Universities on the Adoption of the European Charter for Researchers and on Code of Conduct for the Recruitment of Researchers (https://euraxess.ec.europa.eu/jobs/charter/declaration-endorsement#show_Slovenia). By signing the Declaration, the University of Ljubljana declared its engagement in implementing the principles of open, transparent and merit-based recruitment of researchers. Pursuant to provisions of the Declaration, the Rector of the University of Ljubljana hereby adopts the following

POLICY OF OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT OF RESEARCHERS

The University of Ljubljana shall carry out its operations in line with the principles of open, transparent and merit-based recruitment of researchers as follows:

1. The University of Ljubljana shall respect the code of conduct for the recruitment of researchers consists of a set of general principles and requirements when appointing or recruiting researchers. These principles and requirements will ensure observance of values such as transparency of the recruitment process and equal treatment of all applicants, in particular with regard to the development of an attractive, open and sustainable European labour market for researchers, and are complementary to those outlined in the European Charter for Researchers.
2. The University of Ljubljana is committed to perform recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised.
3. The University of Ljubljana is committed to the appeal of careers in research, promoting inter-sectoral, geographic, interdisciplinary, transdisciplinary and virtual mobility, as well as mobility of researchers between the public and private sector, as one of the means of improving scientific discoveries and the career development of its employees for strengthening its competitive position and excellence.
4. The University of Ljubljana strictly respects the principle of equal opportunity in the recruitment process, career development and participation in decision-making bodies of the University of Ljubljana. The University will take care for continued integration of the principle of gender balance, in particular with regard to selection procedures, composition of selection committees and decision-making bodies, recruitment, training, promotions, salaries, working conditions, and integration of the gender aspect into funding sources.
5. University will respect the non-discrimination principle and principle of equal treatment of candidates and staff irrespective of their ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political orientation or social or economic condition.
6. The University of Ljubljana provides its employees proper and healthy working conditions for high-quality and efficient researcher work. University take into account such a working process that allow researchers to equally balance between professional and family life, and provides stable employment. University also enables lifelong learning and employee training and opportunities to strengthen skills and competencies.

The University of Ljubljana will ensure the continued implementation of these policy rules and all activities relating to the continuous process of implementation of principles of the European Charter for researchers and the Code of Conduct for the Recruitment of Researchers.