



The European Commission  
Directorate-General for Research  
Att. Commissioner Janez Potočnik  
B-1049 Brussels  
Belgium

Deres ref.:

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**DECLARATION OF COMMITMENT TO THE RECOMMENDATION OF THE EUROPEAN COMMISSION ON THE EUROPEAN CHARTER FOR RESEARCHERS, THE CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS AND THE HUMAN RESOURCES STRATEGY FOR RESEARCHERS INCORPORATING THE CHARTER & CODE**

The University of Tromsø welcomes and fully supports the Recommendation of the European Commission of 11.March 2005 on the *European Charter for Researchers and Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as: the Charter & Code).


Within its legal confines, the University of Tromsø hereby declares its commitment to the principles laid down in the Charter & Code as well as its intention to implement these principles according to the process described in the document *Human Resources Strategy for Researchers Incorporating the Charter & Code* as proposed by the European Commission.

By endorsing the Charter & Code, the University of Tromsø recognises the value of its principles and voluntarily commits itself to applying them.

This endorsement by the University of Tromsø is fully in line with its policy aiming at making a researcher's career more attractive and at enhancing the quality of research and innovation. The signature of the Charter and Code is also a further commitment to foster international collaboration and the various forms of mobility by researchers.

By implementing the Charter & Code principles, the University of Tromsø intends to contribute to the realisation of an open and attractive European labour market for researchers.

Tromsø, 30 November 2009

  
Jarle Aarbakke  
Rector

  
Lasse Lønnum  
University Director

**UNIVERSITETSDIREKTØREN**

**Avdeling for personal og organisasjon**

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