



14 May 2012

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To the European Commission

Declaration of Commitment to the Principles of the European Commission's Recommendation *The European Charter for Researchers* and *The Code of Conduct for the Recruitment of Researchers*

As an internationally competitive research university, the University of Turku hereby declares its commitment to the principles laid down in the Recommendation. With satisfaction we report that most of the issues included are already implemented in Finland and at the University of Turku. Further advancement of these principles is fully in line with the on-going development plans of the University.

The University of Turku's strategy for the period 2013 to 2016 includes six action plans. The focus of the action plan *Research University based on multidisciplinary strengths* lies in high-quality research as a basis for the University's operations. The measures enlisted in the action plan are aimed at offering a predictable and attractive career for researchers.

The action plan *Proficient staff and international networking* focuses on measures ensuring that the University has proficient, motivated and satisfied staff also in the future, and that internationality is increasingly taken into account in all University activities.

By signing this Letter of Endorsement, the University of Turku expresses and underlines its intention to align its strategic aims with the transnational initiative of the European Commission to improve the conditions for researchers and to enhance the quality of research and innovation in Europe.

Turku, 14 May 2012

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