



21 September 2012

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 Researcher*

The University of Tampere hereby declares its commitment to the principles laid down in the Recommendation. We are pleased to report that most of the issues included are already implemented and praxis in Finland and at the University of Tampere.

The strategy of the University of Tampere is called *Let's shape the future. Change in the University of Tampere 2010 - 2015*. The University will implement this change inter alia by providing the staff with improved opportunities for research and internationalization.

In accordance with its strategy, the University of Tampere is a culturally-committed higher education institution with the social mission of educating visionaries who understand the world and change it. The aim of the University of Tampere in 2015 is to be an internationally attractive and increasingly respected environment for studying, teaching and conducting research.

One of the policies through which the strategy is implemented is the human resources policy. The focus of the policy is on measures ensuring that the University of Tampere has proficient, motivated and satisfied staff also in the future. The measures defined in the human resources policy are aimed at offering a predictable and attractive career for researchers.

This endorsement by the University of Tampere is fully in line with Commission's policy aiming at making the researcher's career more attractive and enhancing the quality of research and innovation. The signature of the Charter and Code underlines the University of Tampere's intention to implement the principles of the Charter and Code.

Tampere, 21st September, 2012

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