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Declaration of Commitment to the Recommendation of the European Commission on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The University of Oslo welcomes the initiative of the European Commission reflected in the Commission's Recommendation of 11 March 2005 on the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* (hereafter referred to as the Charter & Code).

Within its legal confines, the University of Oslo 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 Relations Strategy for Researchers incorporating the Charter & Code* as proposed by the European Commission.

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

This endorsement by the University of Oslo 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 & Code underlines our institution's commitment to foster international collaboration and the various forms of mobility by researchers.

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

Oslo, 25 June, 2009

Geir Ellingsrud
Rector