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European Commission
DG Research & Innovation
Open Innovation and Open Science
B-1049 Brussels
BELGIUM

Re-endorsement of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (Charter and Code)

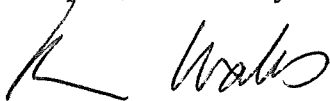
Tampere University hereby declares its commitment to the 40 principles laid down in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers as well as the commitment to implement the Human Resources Strategy for Researchers (HRS4R) in the footsteps of its predecessors, which are the University of Tampere and Tampere University of Technology. We are pleased to report that most of the issues included in the Charter and Code are already implemented and praxis in Finland.

Tampere University declares its commitment to the HR Excellence in Research Award, received already by Tampere University of Technology (2014) and the University of Tampere (2015), the founders of Tampere University. With this letter, we want to demonstrate our strong and determined motivation to continue the HRS4R work that already started several years ago at both of these universities. According to the proposal delivered to the European Commission on 1 February 2019, Tampere University will make the GAP Analysis and OTM-R Checklist and provide an action plan to the European Commission by the end of January 2020.

The strategy of Tampere University is titled *Impact through Integration*. In accordance with its strategy, Tampere University will be globally, nationally and regionally renowned and attractive creator of the future, and internationally attractive and respected environment for studying, teaching and conducting research. We establish open interaction with the surrounding society and foster a culture of international cooperation. Tampere University's goals will be achieved by strengthening international networking culture, by appreciating diversity and promoting equality and non-discrimination, and by investing in the well-being of the university community.

The continuous enhancement of, among other things, researchers' working conditions and career opportunities is one of the top priorities of Tampere University. We therefore welcome the opportunity to continue the work in the framework of the HRS4R and therefore continue embedding this process in the wide array of activities included in our University's human resources policy.

Tampere, 14 February 2019



Mari Walls
President of Tampere University
Tampere University Foundation sr