

**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**

Oslo University College welcomes and supports the Recommendation of the European Commission on the *The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* (hereinafter referred to as: the Charter & Code).

As Rector of Oslo University College, I hereby declare that Oslo University College is committed to the principles of the Charter & Code and intend to implement these according to the process described in the document *Human Resources Strategy for Researchers Incorporating the Charter & Code* proposed by the European Commission. By endorsing the Charter & Code, Oslo University College recognizes the value of its principles and voluntarily commits itself to applying them.

The principles of the Charter & Code are in line with Oslo University College's goals to increase our attractiveness to researchers by offering them a favourable working environment and to increase international mobility.

The Norwegian Association for Higher Education Institutions has performed a *Charter & Code Gap Analysis for Norway* and found that the recommendations of The Charter and Code are in line with Norwegian acts, regulations and practice. Oslo University College will adhere to the interpretations and reservations described in this analysis:

([http://www.uhr.no/documents/Avviksanalyse\\_for\\_Norge\\_engCJS\\_endelig.pdf](http://www.uhr.no/documents/Avviksanalyse_for_Norge_engCJS_endelig.pdf)).

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

Sincerely yours

  
Sissel Østberg  
Rector