

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

Åbo Akademi University 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 Åbo Akademi University.

Åbo Akademi University carries extensive responsibility for providing education in Swedish in Finland and has a strong position on the Finnish educational market, in the interaction with society and business life, and in international research. Åbo Akademi University has determinedly developed and strengthened its role as a research university and one of the cornerstones of Åbo Akademi University's strategy for the period 2010-2019 is top-level research.

The strategy is implemented e.g. through enabling unique multidisciplinary entities in both research and education, increased international collaboration, effective service functions and infrastructure. As recruitment and employees are in the heart of Åbo Akademi University's strategy offering challenging tasks, building career systems that offer opportunities for career development and well-being of the community are essential in the on-going development plans of the University.

This endorsement by the Åbo Akademi University is fully in line with its 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 Åbo Akademi University's intention to implement the principles of the Charter and Code.

Turku, ¹³ September, 2012



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