

Our date: 5-Jun-19

Our reference: als

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

The Institute of Transport Economics represented by Gunnar Lindberg welcomes and supports the Recommendation of the European Commission on the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (hereinafter referred to as: the Charter & Code).

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

However, we will clarify our position on two items, Evaluation/appraisal system and Selection.

- TØI has an *evaluation/ appraisal system* for carrier development of researchers performed by an independent committee. This evaluation and appraisal take due account of the researchers' creativity and results in a broad perspective as suggested by the Charter & Code. However, TØI will not be able to perform this evaluation by an independent committee on a regular (annual) basis. On a regular basis we rely on the internal process for assessing professional performance in annual Staff appraisal and extra Competence focused appraisals for young researchers.
- On *selection*, TØI follows the main general principles for recruitment of researchers. However, as an efficient private research institute we will retain our internal selection committee and we will not be able to inform all candidates about their strength and weaknesses.

This endorsement by the Institute of Transport Economics 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 is also a further commitment to foster international collaboration and the various forms of mobility by researchers.

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

Yours faithfully,
for the INSTITUTE OF TRANSPORT ECONOMICS


Gunnar Lindberg
Managing Director