

**DECLARATION OF PARTICIPATION
IN THE EU 'HUMAN RESOURCES STRATEGY GROUP'**

European Commission
Attention: Massimo Serpieri
DG Research
European Commission

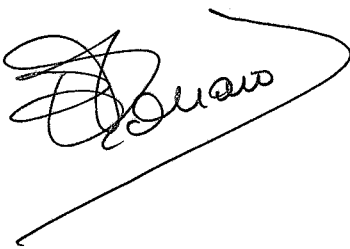
The Research Foundation – Flanders (FWO) represented by dr. ir. Elisabeth Monard,

Welcomes and fully supports the '**Human Resources Strategy for Researchers Incorporating the Charter & Code**', as a voluntary tool to implement the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers* ('Charter & Code') that it has undersigned.

The FWO intends to take part in the '**Human Resources Strategy Group**', which aims at mutually supporting undersigning organisations in applying the Charter & Code principles in their own human resource policy.

With the support of the Commission, the FWO will exchange with the other members of the group its practices and experiences in articulating its human resource strategy, hereby implementing the Charter & Code, in view of seeking acknowledgement of its 'HR Strategy for Researchers Incorporating the Charter & Code' by the European Commission by March 2010¹.

Brussels, July 3, 2009

A handwritten signature in black ink, appearing to read 'E. Monard', is written over a long, thin, slightly curved horizontal line that serves as a signature line.

¹ As described in the enclosed information note.