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|                       |  | <b>date</b>         |

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

In its meeting of 1st July 2011, the Boards of Directors of the Belgian Federal Science Policy has decided to support the initiative of the European Commission Recommendation of the 11th March 2005. It is decided to endorse the general principles and requirements reflected in the recommendation known as "The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers".

Being at the same time a funding body and an actor of the R&D Belgian landscape, through its 10 Federal Scientific Institutions, the Belgian Federal Science Policy Office will seek to behave according the principles of the European Charter and Code in the guidelines for relevant R&D programmes and projects, recruitment and programme evaluation procedures... More broadly, the European Charter and the Code will be considered positively in all R&D-oriented activities and initiatives.

Awareness will be raised within the Scientific Community and employers of researchers and other funding bodies encouraged implementing the principles of the European Charter and Code.

The Belgian Federal Science Policy Office reiterates its commitment to the political goal of this Recommendation, namely the development of the European Research Area, with an attractive, open, transparent and sustainable European labour market for researchers, and adequate framework conditions for recruiting and retaining high quality researchers in environments conducive to effective performance and productivity.

Most of the principles are already common practice or encompassed in Belgian Law. Nevertheless, if further initiatives, research programmes, recruitment strategies or action plans are needed, at the Federal level or in the Federal Scientific Institutions, in the forthcoming years, they will be thought and developed in line with the spirit of the Charter and the Code.

Yours sincerely,

Dr Philippe Mettens  
 Chairman of the Board of Directors