

TIME TABLE HR STRATEGY FWO 2010-2014

STRATEGIC GOALS	RESPONSIBLE ACTORS	ACCOMPLISHED
PRIORITIES		
Strategy 1: Reform of the internal selection procedures		
<i>Action 1: Reform of the panels</i>	FWO	2010
Strategy 2: Reform of the External Peer Review		
<i>Action 1: Creating more impartiality</i>	FWO	2011-2013
<i>Action 2: More orientation on the specificities of the funding programme involved</i>	FWO	2011
Strategy 3: Opening up the recruitment and enhancing internationalisation		
<i>Action 1: Attracting more researchers from abroad</i>	FWO	2010-2014
<i>Action 2: Adapt the composition of the Expert panels</i>	FWO	2010
Strategy 4: Mobility		
<i>Action 1: Attuning the exchange agreements with foreign partners to the needs of our researchers</i>	FWO	2010-2014
<i>Action 2: More publicity for these opportunities</i>	FWO	2010-2014
<i>Action 3: More focus on the results of mobility</i>	FWO	2010-2014
Strategy 5: Increasing the success rates		
<i>Action 1: Limiting the number of applications</i>	FWO	2010
<i>Action 2: Increasing the budget</i>	Flemish Government	2011 and 2012
Strategy 6: Improving the gender balance		
<i>Action 1: Granting up to an extra year per child birth or for medical</i>	FWO	1993/1997

<i>and social reasons</i>			
<i>Action 2: Prolonging seniority for female postdocs with one year for each pregnancy</i>			2000
<i>Action 3: Introducing the maximum of 2/3 of members of the same sex in Expert panels</i>			2010
MID AND LONG-TERM ISSUES			
Strategy 1: Attention for career development			
<i>Action 1: Improving the quality of career development and creating perspectives for postdoctoral researchers</i>	FWO	Universities and research institutions	2012 and ongoing
<i>Action 2: Facilitating intersectoral mobility</i>	FWO		2011
Strategy 2: Intensifying the cooperation with the private sector			
<i>Action 1: Increasing the amount of funded scientific prizes</i>	FWO	Private (and other) partners	2010-2014
<i>Action 2: Increasing the co-funding of fellowships</i>	FWO	Private (and other) partners	2010-2014
Strategy 3: Monitoring and promoting research ethics and integrity			
<i>Action 1: Participation on international fora (ENRIO a.o.)</i>	FWO		2010-2014
<i>Action 2: Creating an interuniversity advisory body</i>	FWO	Universities, academies and other funding bodies	2013
<i>Action 3: Implementing a Belgian ethical code</i>	FWO	Universities, research institutions, academies, funding bodies, ...	2010-2014
LOW PRIORITY			
Strategy 1: Career advice for researchers			
<i>Action 1: Sensibilising the Flemish universities and research institutions</i>	FWO	Universities and research institutions	2010-2014

Strategy 2:			
Portability of grants			
<i>Action 1:</i> <i>Participation in the</i> <i>international debate</i>	FWO	Science Europe a.o.	2010-2014