

**Président de l'Université du Mans****to****Ms. Mariya Gabriel  
European commissioner in charge  
of Innovation, Research, Culture,  
Education and Youth  
European Commission  
200, Rue de la Loi  
1049 BRUXELLES  
Belgique**Le Mans, the 18<sup>th</sup> May 2020**Subject: Endorsement by the University of Le Mans of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**

Dear Commissioner,

As a multidisciplinary university without a medical department, the University of Le Mans welcomes nearly 12,000 students each year and has 660 teachers and research professors, 500 administrative and technical staff. It hosts, on its main site in Le Mans and on the Laval campus, 3 training and research units: Science and Technology; Humanities, Languages and Social Sciences; Law, Economics and Management. Besides, it is home to 1 engineering school and 2 institutes of technology and hosts 15 research laboratories including 6 Mixed Units with the CNRS.

With a particular interest in opening up to the world, with nearly 17% of its student body made up of international students who register every year and a great many partnerships in training and research, the University of Le Mans pays particular attention to the conditions of recruitment, work and training of its whole staff.

That is why, based on the recommendations of the European Commission adopted on March 11, 2005 and published in the European Charter for Researchers and the Code of Conduct for the Recruitment of its Researchers, the University of Le Mans, represented by its President Rachid El Guerjouma:

- recognizes the importance of the recommendations listed by the European Commission;
- approves the 40 principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
- affirms its desire to put in place a strategy in terms of human resources for researchers in line with the principles set out in the charter and the code;

- undertakes to submit to the commission, no later than one year from the date shown in this document, an action plan detailing the strategy adopted by the University to improve its management of human resources in research, and to undergo all subsequent cycles of the implementation of the Human Resources Strategy for Researchers, in accordance with the recommendations and principles set out in the Charter and the Code.

Many of these principles are already being applied within the institution. The approval of the Charter and the Code, and the commitment to this labelling process confirm our determination to continue our commitment to comply with the recommendations of the commission to improve the conditions of recruitment, work and training of our scientist community.

With kind regards,

Rachid El Guerjouma

A handwritten signature in blue ink, consisting of a large, stylized 'R' followed by a vertical line and a horizontal line extending to the right.