

Le Président de l'université

à

**Direction de la Recherche et de la  
Valorisation**

**European Commission**  
DG Research & Innovation  
Open Innovation and Open Science  
B-1049 Brussels  
BELGIUM

Objet : Endorsement Letter - HRS4R  
N/Réf. : YB/LS/CD-19-67  
Dossier suivi par : Céline Damon  
Tél : 00 33 4 9139 65 72  
celine.damon@univ-amu.fr  
Copie à : DRH  
Pièce(s) jointe(s) : 2 documents :

- Statuts de Protisvalor
- Convention Cadre AMU et Protisvalor

Date: 28 May 2019

**Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code) for Aix Marseille University and its affiliate Protisvalor Méditerranée. Launch of the HRS4R process on June, 1st 2019.**

Aix Marseille University (AMU) welcomes and backs up the initiative of the European Commission to ensure a supportive working environment for its researchers.  
As one of the leading research universities in France, this endorsement is coherent with AMU strategy towards internationalisation and attractiveness and is consistent with our engagement for continuous improvement of internal procedures to upgrade working conditions of our researchers and to maintain the high quality of research and education in general.  
Further, we are convinced that this initiative contributes to support researchers' mobility and strengthen Higher Education Establishments in Europe, in line with the objective of achievement of the European Research Area.

Having endorsed the 40 principles of Charter and Code in 2012<sup>1</sup> soon after the merger of the three universities of Aix-Marseille to create AMU, I, Yvon Berland, President of Aix Marseille University, notify our commitment to implement these principles in AMU and in our affiliate entity Protisvalor Méditerranée (PVM), via the Human Resources Strategy for Researchers (HRS4R).  
This engagement in the HRS4R process to grant the European "HR" Award is specifically outlined in our institutional development contract for the period 2018-2022.  
AMU Steering Committee formally adopted this engagement in March 2019 that has been then presented to AMU Governing Board.

<sup>11</sup> Cf. [https://euraxess.ec.europa.eu/sites/default/files/cc-declarations/fr\\_univ\\_amu.pdf](https://euraxess.ec.europa.eu/sites/default/files/cc-declarations/fr_univ_amu.pdf)

This commitment is coherent with AMU overall strategy, in which a continuous enhancement of, amongst others, working conditions, recruiting procedures, career opportunities, training for researchers, and design of management support functions for Researchers and Research units is one of our priority. This can be for instance illustrated by several key action plans currently implemented internally : AMU HR master plan (Schéma Directeur des Ressources Humaines), AMU quality life at work charter (Charte de Qualité de Vie au Travail, Charte d'équilibre des temps de vie personnels et professionnels, Charte du management responsable), integration of a gender overview in the yearly social audit report and deployment of information campaign to promote quality and fight against discrimination (Charte LGBTI), appointment of an Ethics Advisor and a Deontology adviser (Référént Ethique et Référént Déontologie), Doctoral education Charter (Charte de la Formation Doctorale), implementing through the MSCA DOC2AMU Cofund programme the principles of the European Innovative Doctoral training and the OTM-R procedures, etc.). It is also coherent with the Protisvalor efforts towards improving its internal procedures, as highlighted by its certification under ISO 9001 in 2018 for its management system.

We therefore today take the opportunity of the ongoing internal analysis of our human resources practices with respect to the 40 principles of the European Charter for Researchers and its Code of Conduct and to the 23 principles of the OTM-R principles to move forward to the next step aiming to integrate this HRS4R process into the wide range of activities underway in AMU's human resources policy.

Further, taking the opportunity of this internal assessment and work, I also confirm that AMU affiliate entity, Protisvalor Méditerranée (PVM) will be associated to this process. AMU, that I represent, is the supervisory authority of PVM. As such, I therefore also confirm PVM commitment to endorse the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers via the Human Resources Strategy for Researchers to be implemented in AMU.

The engagement of AMU and its affiliate in the HRS4R process is particularly relevant as I am convinced that the staff of AMU and PVM, who are for the record hired on behalf of AMU, should benefit from the advances and progress provided by the HRS4R. We want to avoid imbalance in treatment between staff working for AMU within the limit of the legal framework.

Yours faithfully,

  
**Yvon Berland**  
President



## **Annex : Legal status of Protisvalor Méditerranée and link with Aix Marseille Université**

Protisvalor Méditerranée is the dedicated affiliate company of AMU (so-called « *Filiale de valorisation* »), created in 2002 to manage AMU European research grants (eg. H2020) and other public-private contracts.

As such, Protisvalor recruits staff on behalf of AMU to perform the tasks described in the projects/contracts assigned to AMU.

From a legal standpoint and for sake of clarification:

- PVM is underpinned by 1999 Law on innovation ([Loi sur l'innovation et la recherche, 12 juillet 1999](#)) and the decree of 2000 ([décret N°2000 1264 du 26 décembre 2000](#)): these texts determine under which conditions a university can create a private affiliate to facilitate the management of knowledge transfer.
- The agreement governing the relations between AMU and PVM is established under the control of the French Ministry for Higher Education and Research. Both the legal status of PVM and the framework agreement are annexed to this letter.
- PVM cannot act independently or without the approval of the President of AMU.
- PVM is considered by the European Commission as an affiliated entity (third party) as regards to the articles 12 and 41.2 of the general model of Grant Agreement of H2020.

To comply with the rules underpinning the HRS4R process, we confirm:

- The personnel hired by PVM will be engaged in the HRS4R process including in the Working Groups, together with the permanent research staff and contractual staff hired of AMU. The PVM personnel representative will also be associated to the process, so as AMU one's will be part of it.
- PVM operational director is engaged in the management structure of the HRS4R and the Human Resources Director will take part to the working groups.
- PVM procedures regarding the principles of the Charter, the Code and the OTM-R procedures will be assessed in the Gap analysis. The Action Plan will be deployed, when relevant, in PVM.
- The HRS4R label of PVM is dependent on AMU and is relevant in the perimeter of activities linked to AMU.