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Declaration of Endorsement of and Commitment to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (Charter and Code)

The Ecole Normale Supérieure (ENS) – PSL, represented by its Director, Marc Mézard, fully endorses the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

Many of these principles have already been implemented in our establishment. Both a Grande Ecole and a university, the École Normale Supérieure - PSL provides outstanding training through research, leading to the various professions of teaching and research, thus contributing to the research-based training of executives for French and European public administrations and companies. The ENS is deeply committed to defining and implementing a continuously improved scientific and technological research policy in a multidisciplinary and international perspective. Guaranteeing better working conditions and policies to all researchers is, without a doubt, an excellent way to continuously increase the quality of research.

The ENS - PSL welcomes nearly 2500 students each year and employs 455 teachers and researchers, as well as 470 administrative and technical staff distributed among the 15 departments and the 32 joint research units.

The ENS, which benefits from a strategic position and a leading role within the University of Paris Sciences et Lettres (PSL), is involved in a proactive approach regarding HR policies for researchers which coincides fully with HRS4R objectives.

Therefore, the École Normale Supérieure reaffirms its willingness to formalize its commitment to the respect of the principles of the Charter and the Code via the Human Resources Strategy for Researchers (HRS4R), in collaboration with all members within the PSL community.

Yours faithfully,



Marc Mézard
Directeur de l'ENS