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Declaration of Commitment by the Ecole Normale Supérieure to the European Charter to the HRS4R approach and to the promotion of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The École normale supérieure (ENS)-PSL is an institution of higher education and research with nearly 2,500 students in 15 literary and scientific departments. Fully focused on research, training at the ENS benefits from the presence of 32 joint research units on our campuses and we are committed to promoting science in all areas of society, including in French, European and international companies, and public administrations.

Faithful to its historical vocation, the École Normale remains particularly committed to the training of young researchers and the promotion of scientific careers. Teacher-researchers thus occupy a central place in the life of our institution, and we already welcome many international colleagues. Our school has more than 450 teacher-researchers and many of them are also involved in European collaborations and projects.

Over the years, the École Normale has endlessly reaffirmed its desire to participate in the construction of the European research area and this is one of the reasons why we have already sought to benefit from the "*Human Resources Strategy for Researcher (HRS4R)*" label last year. As our exchanges have shown, however, further efforts were needed for the École Normale to obtain this label and for it to fully benefit our scientific communities.

One of the weaknesses observed in our previous project was the need to clarify the labelling process within PSL University and each of its components with respect to it. Created in 2010, PSL is a collegiate university born of the commitment, the great complementarity and the mutualization of several activities of the institutions that make it up. As a driving force in the construction of this global university, the ENS considers it essential that PSL establish an ambitious human resources policy for its scientific community. However, over the last few months, we have been keen to clarify which actions should be coordinated at the PSL level and which ones fall under our own initiative, within the perimeter of the École Normale.

We also wished to involve our scientific community in this labelling project, and we are particularly happy that this collaborative approach was built despite the health constraints that European research and higher education had to face.

By multiplying communication actions, especially online, we have managed to promote the HRS4R label, but also to express concretely what it would bring to our researchers. The label should reflect a demanding

and dynamic human resources strategy and not just an adherence to a set of key principles enshrined in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

In April and May 2021, a global survey was held on the issue of working conditions, recruitment, and training, as well as professional responsibility, ethics, and development. The responses collected on this occasion, which constitute both quantitative and qualitative data, have been processed and integrated, in some cases, into our strategy. They also allowed very concrete proposals and needs to emerge. In terms of training, for example, our researchers would like to be better aware of the issues of non-discrimination in recruitment. On ethical issues, they would like to have additional tools to fight plagiarism, and, on working conditions, many wondered about the place of distance learning after the major upheavals brought about by the Covid-19 pandemic.

These precise and structuring questions and suggestions bear witness to significant progress on human resources issues within our scientific community. The plan that we have the honor of submitting to you is the operational translation of the École Normale's commitment and I thank you for your kind attention.

Yours faithfully,



Marc Mézard