Organisation européenne pour la recherche nucléaire
European Organization for Nuclear Research
Laboratoire Européen pour la Physique des Particules
European Laboratory for Particle Physics

CERN
Personnel Statistics
2017

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Percentages

Percentages are rounded to 2 decimal places.

Apprentices

As of August 2016, newly appointed Apprentices (APPR) are no longer Employed Members of the Personnel (MPE), but Associated Members of the Personnel (MPA).
In order to avoid confusion and due to the small number of persons concerned, all of the 22 APPR are counted as MPA in the present statistics.

Member States

A Member State Country is defined as being a country that is CERN Member State, Candidate for Accession, Associate Member State or Associate Member State in the pre-stage to Membership. All other countries are considered to be Non-Member State Countries (NMS). A complete list of countries can be found in the annex with the countries' international ISO codes.

Member States contributions

Member States Contributions include contributions from Associate Member States in the pre-stage to Membership and Associate Member States.

Headcount

All figures refer to a headcount as at 31.12.2017 unless specified otherwise.

Staff Members

Please note that 2633 in "headcount" equates to 2556.4 FTEs for 2017, of which 2503.4 FTEs were charged to CERN accounts and 53.1 FTEs to team accounts. Personnel "paid but not available" accounted for 22.1 FTEs and 3.5 FTE were on detachment, resulting in a staff strength of 2477.8 active FTEs charged to CERN accounts.

MPA training

Tables 2, 3, 4 and figures 2, 11 in the 2016 Personnel Statistics document showed "MPA (excl. Users)", which also omitted the category MPA training. This has been amended in the 2017 Personnel Statistics document.

Members of the Personnel

Dep./Unit	Status							
	Staff Members	Fellows	Total MPE	MPA exch. scient.	MPA int. coll.	MPA training	Total MPA	Grand Total
ATS	21	2	23	4	14	4	22	45
BE	434	128	562	82	101	107	290	852
DG	44	3	47	13	2		15	62
EN	401	124	525	12	74	77	163	688
EP	497	212	709	58	12,340	161	12,559	13,268
FAP	81	12	93		20	7	27	120
HR	76	4	80			9	9	89
HSE	162	38	200	15	20	16	51	251
IPT	52	9	61		9	12	21	82
IR	42	19	61	1	4	8	13	74
IT	217	53	270		114	42	156	426
PF	21	1	22			2	2	24
RCS	20	9	29		3	11	14	43
SMB	92	10	102		6	5	11	113
TE	449	134	583	8	90	118	216	799
TH	24	49	73	505	18		523	596
Total	**2,633**	**807**	**3,440**	**698**	**12,815**	**579**	**14,092**	**17,532**

Departures on 31st December are not deducted from end year strength.

Figure 1. Members of the Personnel by Status - 31.12.2017

- MPA int. coll. — 73.09 %
- Staff Members — 15.02 %
- Fellows — 4.60 %
- MPA exch. scient. — 3.98 %
- MPA training — 3.30 %
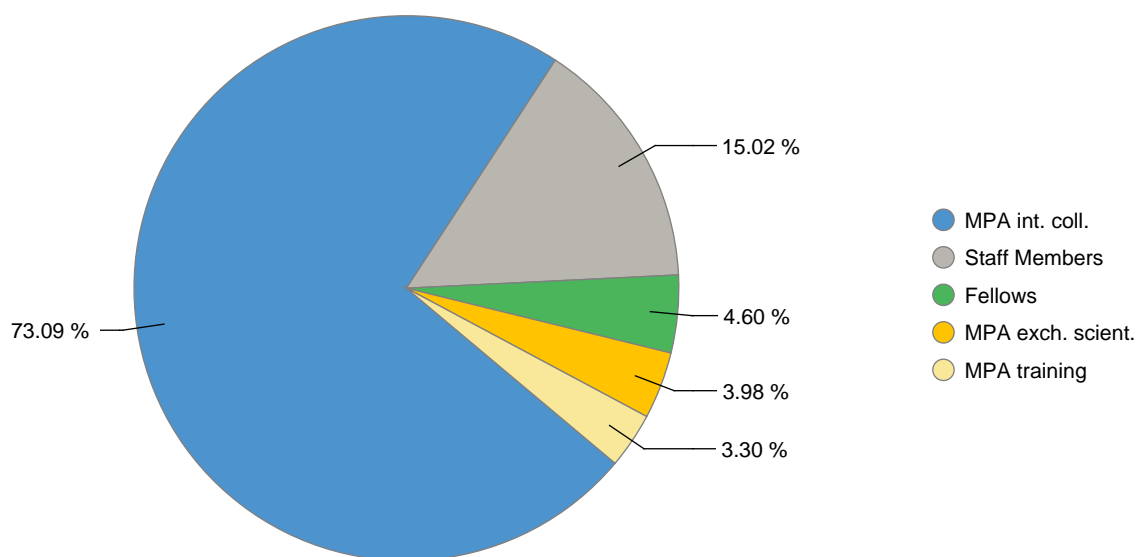
Table 1b. Associated Members of the Personnel by Department/Unit and CERN Status - 31.12.2017

| Dep./Unit | MPA for training | | | | | | | | | | | | | | | Total MPA training |
| | ADMI | | | DOCT | | | TECH | | | TRNE | | | APPR | | | |
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	Total		
ATS										4		**4**				**4**
BE	1		**1**	45	3	**48**	35		**35**	23		**23**				**107**
EN	2		**2**	21		**21**	27		**27**	26	1	**27**				**77**
EP	6		**6**	80	1	**81**	44	1	**45**	27	2	**29**				**161**
FAP	2	1	**3**				3		**3**	1		**1**				**7**
HR	3		**3**							2	1	**3**	3	**3**		**9**
HSE	1		**1**	9	1	**10**	1		**1**	4		**4**				**16**
IPT	3		**3**	5		**5**				4		**4**				**12**
IR	2		**2**	2		**2**	3		**3**	1		**1**				**8**
IT	2		**2**	4	1	**5**	26		**26**	7	2	**9**				**42**
PF							1		**1**	1		**1**				**2**
RCS	3		**3**	1	1	**2**	6		**6**							**11**
SMB				1		**1**	1		**1**	3		**3**				**5**
TE	4		**4**	29		**29**	34		**34**	31	1	**32**	19	**19**		**118**
Total	29	1	**30**	197	7	**204**	181	1	**182**	134	7	**141**	22	**22**		**579**

| Dep./Unit | MPA for exchange of scientists | | | | | | | | | | | | Total MPA exch. scient. |
| | CASS | | GPRO | | | SASS | | | VISC | | | |
	MS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS			1	1	**2**		2	**2**				**4**
BE						1		**1**	46	35	**81**	**82**
DG			1	1	**2**				9	2	**11**	**13**
EN						1		**1**	7	4	**11**	**12**
EP			6	1	**7**	28	3	**31**	10	10	**20**	**58**
HSE									13	2	**15**	**15**
IR									1		**1**	**1**
TE									7	1	**8**	**8**
TH			3	1	**4**	11	3	**14**	399	88	**487**	**505**
Total	0	**0**	11	4	**15**	41	8	**49**	492	142	**634**	**698**

| Dep./Unit | MPA for international collaboration | | | | | | | | | Total MPA int. coll. |
| | COAS | | | PJAS | | | USER | | | |
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	6	1	7	6		6	1		1	14
BE	43	22	65	29	7	36				101
DG	2		2							2
EN	19	3	22	47	5	52				74
EP	57	13	70	60	16	76	7,881	4,313	12,194	12,340
FAP	1		1	17	2	19				20
HSE	9	9	18	2		2				20
IPT	9		9							9
IR	3	1	4							4
IT	30	22	52	20	1	21	32	9	41	114
RCS	3		3							3
SMB				6		6				6
TE	39	14	53	33	4	37				90
TH	10	8	18							18
Total	231	93	324	220	35	255	7,914	4,322	12,236	12,815

Please see annex for full names of the CERN Status above.

Table 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 5 years

	Staff Members	↑↓	Fellows	↑↓	Subtotal	↑↓	MPA (excl. Users)	↑↓	Users	↑↓	Subtotal	↑↓	Grand Total	↑↓
31.12.2013	2,513	1	566	26	3,079	27	1,639	952	10,087	-736	11,726	216	14,805	243
31.12.2014	2,524	11	617	51	3,141	62	1,618	-21	10,885	798	12,503	777	15,644	839
31.12.2015	2,531	7	645	28	3,176	35	1,674	56	11,454	569	13,128	625	16,304	660
31.12.2016	2,560	29	750	105	3,310	134	1,737	63	11,821	367	13,558	430	16,868	564
31.12.2017	2,633	73	807	57	3,440	130	1,856	119	12,236	415	14,092	534	17,532	664

Figure 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 10 years
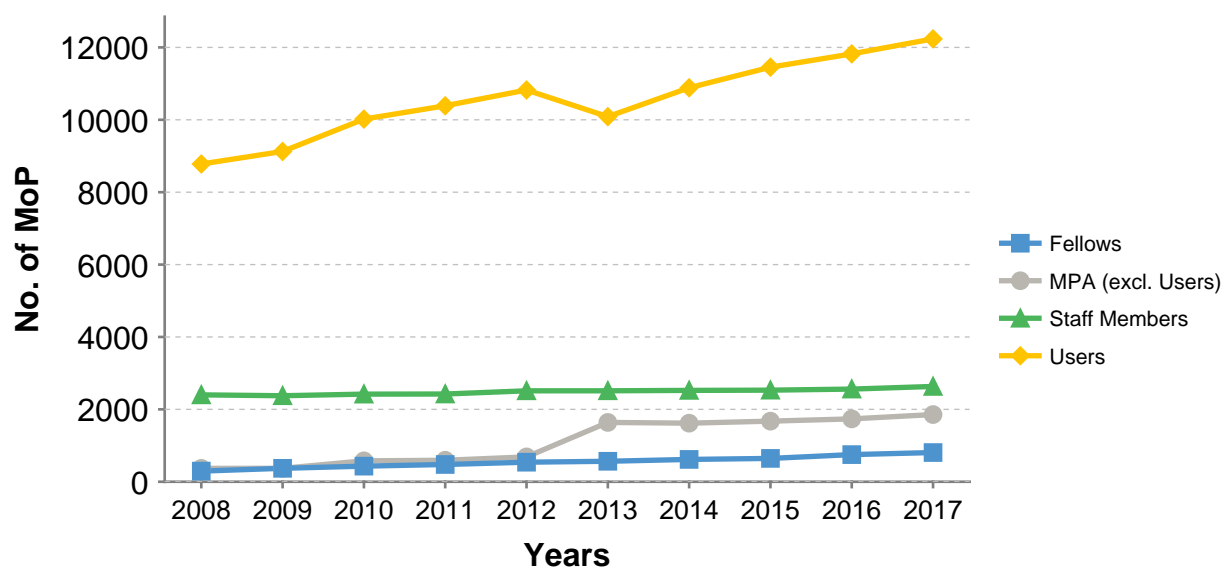
Table 3. Staff Members, Fellows & MPA (excluding Users) by Professional Category at end of 2016 and 2017

Professional Category	2016 Staff No.	%	2016 Fellows & MPA (excl. Users) No.	%	2016 Total No.	%	2017 Staff No.	%	2017 Fellows & MPA (excl. Users) No.	%	2017 Total No.	%
1. Research Physicists	81	3.16	998	40.13	**1,079**	21.38	86	3.27	1,079	40.52	**1,165**	22.00
2. Scientific & Eng. work	1,090	42.58	1,224	49.22	**2,314**	45.85	1,143	43.41	1,325	49.76	**2,468**	46.60
3. Technical work	889	34.73	155	6.23	**1,044**	20.69	890	33.80	147	5.52	**1,037**	19.58
4. Manual work	61	2.38	17	0.68	**78**	1.55	57	2.16	19	0.71	**76**	1.44
5a. Prof. Admin. work	161	6.29	51	2.05	**212**	4.20	175	6.65	45	1.69	**220**	4.15
5b. Office and Admin. work	275	10.74	42	1.69	**317**	6.28	280	10.63	46	1.73	**326**	6.16
5c. Office work	3	0.12			**3**	0.06	2	0.08	2	0.08	**4**	0.08
Total	2,560	100	2,487	100	**5,047**	100	2,633	100	2,663	100	**5,296**	100

Table 4. Staff Members, Fellows and MPA (excluding Users) by Gender and Professional Category - 31.12.2017

Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
1. Research Physicists	8	78	**86**	3.27	28	92	**120**	14.87	138	821	**959**	51.67
%	9.30	90.70	100		23.33	76.67	100		14.39	85.61	100	
2. Scientific & Eng. work	137	1,006	**1,143**	43.41	129	426	**555**	68.77	161	609	**770**	41.49
%	11.99	88.01	100		23.24	76.76	100		20.91	79.09	100	
3. Technical work	58	832	**890**	33.80	12	89	**101**	12.52	7	39	**46**	2.48
%	6.52	93.48	100		11.88	88.12	100		15.22	84.78	100	
4. Manual work	5	52	**57**	2.16					3	16	**19**	1.02
%	8.77	91.23	100						15.79	84.21	100	
5a. Prof. Admin. work	92	83	**175**	6.65	15	9	**24**	2.97	13	8	**21**	1.13
%	52.57	47.43	100		62.50	37.50	100		61.90	38.10	100	
5b. Office and Admin. work	245	35	**280**	10.63	5	2	**7**	0.87	30	9	**39**	2.10
%	87.50	12.50	100		71.43	28.57	100		76.92	23.08	100	
5c. Office work	1	1	**2**	0.08					2	0	**2**	0.11
%	50.00	50.00	100						100.00		100	
Total	546	2,087	**2,633**	100	189	618	**807**	100	354	1,502	**1,856**	100

Table 5. Total Number of Female Members of the Personnel by Department/Unit and Status - 31.12.2017

Dep. / Unit	Staff Members	Fellows	Total MPE	MPA Exch. scient.	MPA Int. coll.	MPA Training	Total MPA	Grand Total
ATS	7		**7**		6	4	**10**	17
BE	55	25	**80**	11	20	20	**51**	131
DG	30	1	**31**	2	1		**3**	34
EN	42	27	**69**	1	15	18	**34**	103
EP	87	56	**143**	5	2,244	35	**2,284**	2,427
FAP	42	2	**44**		1	2	**3**	47
HR	64	2	**66**			8	**8**	74
HSE	38	14	**52**		5	9	**14**	66
IPT	25	2	**27**		4	4	**8**	35
IR	23	15	**38**	1	2	4	**7**	45
IT	32	8	**40**		22	8	**30**	70
PF	12		**12**			1	**1**	13
RCS	11	3	**14**		1	6	**7**	21
SMB	26	5	**31**		3	2	**5**	36
TE	47	22	**69**	2	10	32	**44**	113
TH	5	7	**12**	64	2		**66**	78
Total	546	189	**735**	86	2,336	153	**2,575**	3,310
%	20.74	23.42	**21.37**	12.32	18.23	26.42	**18.27**	18.88

The percentages refer to the total population of CERN per status.

Figure 3. Evolution in the Percentage of Female Members of the Personnel over the last 10 years

Legend: Fellows — MPA (excl. Users and MPA Training) — MPA training — Staff Members — Users
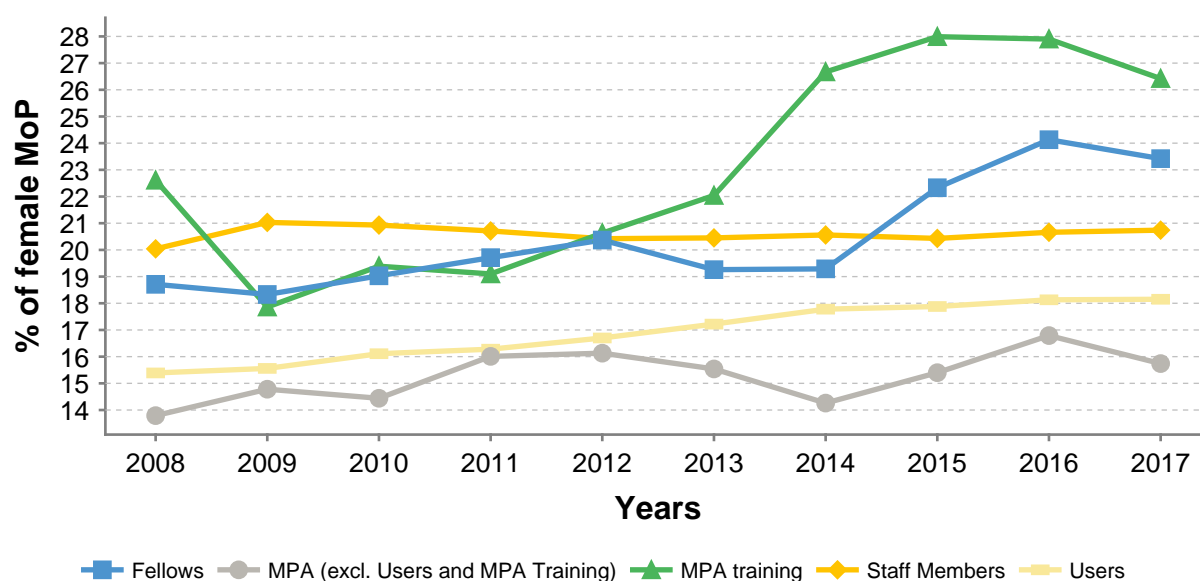
Table 6. Average Age by Professional Category, Status and Type of Contract - 31.12.2017

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work

Status and Type of Contract		Professional Category								
		1	2	3	4	5a	5b	5c		
Staff Members	LD	37.44	35.84	35.85	37.60	38.65	36.84	38.00	**36.31**	**44.88**
	IC	52.49	49.47	48.10	50.59	50.52	48.13	56.00	**49.02**	
MPA exch. scient.		48.51	42.90	50.50		47.00			**48.35**	
MPA int. coll.		41.57	43.80	47.66	57.00	44.94		25.00	**42.14**	
MPA training		29.86	26.33	27.33	19.58	29.20	25.31	28.00	**26.11**	

Table 7. Evolution in the Number of Members of the Personnel with Marital Status "Partnership"

	MPE	⇅ %	MPA	⇅ %	Total	⇅ %
2015	163	*9.40*	27	*22.73*	**190**	*11.11*
2016	215	*31.90*	50	*85.19*	**265**	*39.47*
2017	262	*21.86*	75	*50.00*	**337**	*27.17*

Table 8. Number of Members of the Personnel with Marital Status "Partnership" by Gender and Status - 31.12.2017

Status

Gender	MPE		MPA								Total
	STAF	FELL	ADMI	COAS	DOCT	PJAS	TRNE	USER	VISC	TECH	Total
F	29	10	2	1	2	2	1	15			62
M	169	54		3	10	6	3	25	3	2	275
Total	198	64	2	4	12	8	4	40	3	2	337

Staff and Fellows

Table 9. Number of Fellows by Category - 31.12.2017

Category	No. of Fellows	%
CERN	415	51.43
Graduate Engineering	191	23.67
Marie Curie	122	15.12
Tech. Training Experience	79	9.79
Total	807	100

Table 10. Staff Members by Professional Category and Working Hours - 31.12.2017*

Working hours	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
20		6	6		2	3		**17**	0.65
24		2	5			3		**10**	0.38
28	1	2			1	3		**7**	0.27
30						1		**1**	0.04
32	1	10	7		2	15		**35**	1.33
34						1		**1**	0.04
36		19	3		7	14		**43**	1.63
40	84	1,104	869	57	163	240	2	**2,519**	95.67
Total	86	1,143	890	57	175	280	2	**2,633**	100
%	3.27	43.41	33.80	2.16	6.65	10.63	0.08	100	

* Including 12 Staff Members on PRP.

Table 11. Staff Members by Professional Category over the last 10 years

Professional Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
1. Research Physicists	71	74	75	77	79	77	79	82	81	86
2. Scientific & Eng. work	914	908	947	969	1,021	1,033	1,047	1,074	1,090	1,143
3. Technical work	838	826	850	848	883	885	880	873	889	890
4. Manual work	190	171	157	142	132	117	116	102	61	57
5a. Prof. Admin. work	106	109	121	120	124	137	139	142	161	175
5b. Office and Admin. work	256	266	256	253	260	252	253	250	275	280
5c. Office work	25	23	21	15	13	12	10	8	3	2
Total	2,400	2,377	2,427	2,424	2,512	2,513	2,524	2,531	2,560	2,633

Figure 4. Staff Members by Professional Category over the last 10 years
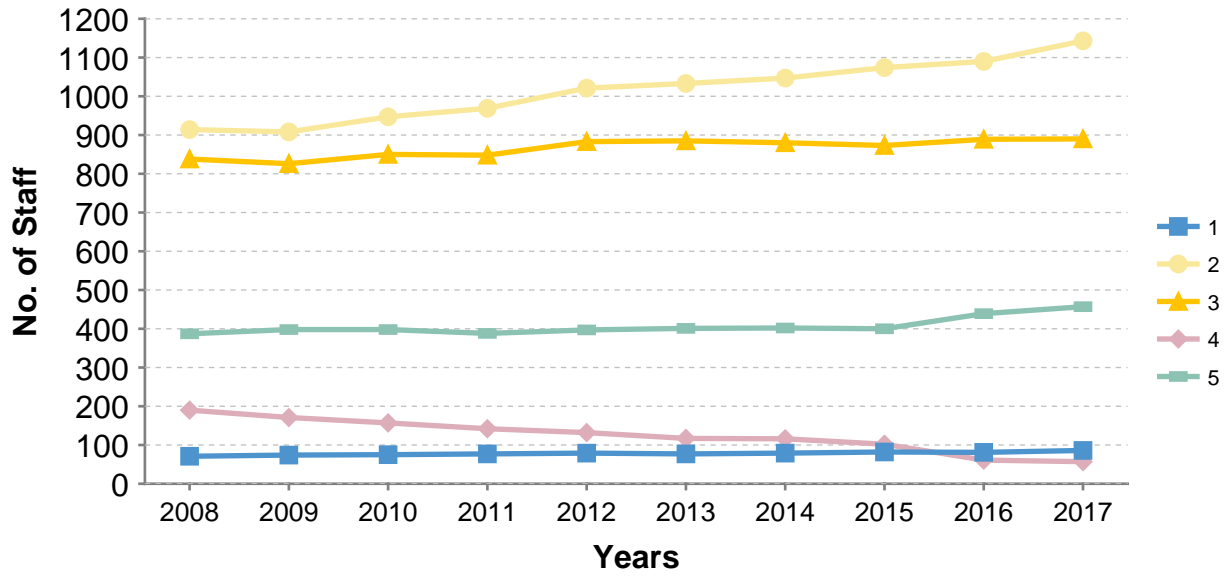
Figure 5. Female Staff Members by Professional Category - 31.12.2017

Legend:
1. Research Physicists
2. Scientific & Eng. work
3. Technical work
4. Manual work
5a. Prof. Admin. work
5b. Office and Admin. work
5c. Office work
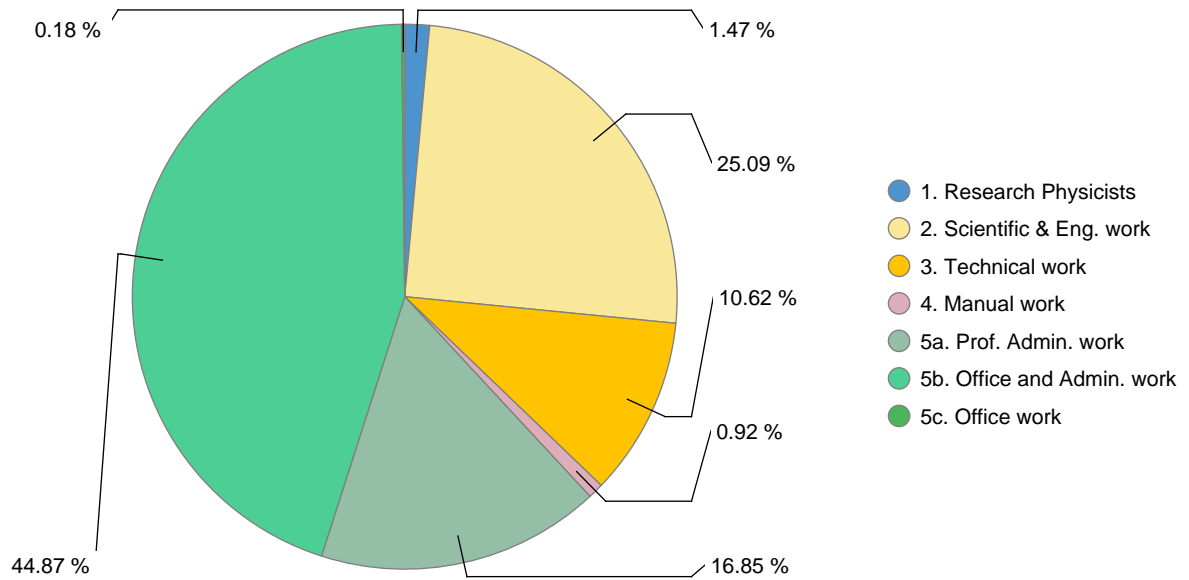
Table 12a. Staff Members by Professional Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2017

	Gender	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
Regular Teleworking	F	1	11	2		18	37		**69**	*2.62*
	M	1	27	11		14			**53**	*2.01*
	Total	**2**	**38**	**13**		**32**	**37**		**122**	*4.63*
Ad-hoc Teleworking	F	1	44	14	1	60	88		**208**	*7.90*
	M	6	267	68	1	39	3		**384**	*14.58*
	Total	**7**	**311**	**82**	**2**	**99**	**91**		**592**	*22.48*
Saved Leave	F	1	84	35	1	61	162	1	**345**	*13.10*
	M	7	406	436	25	49	11		**934**	*35.47*
	Total	**8**	**490**	**471**	**26**	**110**	**173**	**1**	**1,279**	*48.57*

Regular teleworking and saved leave uptake data is based on the status at 31.12.2017. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Saved Leave	1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
F	118	58	24	145	**345**
%	*34.20*	*16.81*	*6.96*	*42.03*	*100*
M	506	164	55	209	**934**
%	*54.18*	*17.56*	*5.89*	*22.38*	*100*
Total	624	222	79	354	1,279
%	*48.79*	*17.36*	*6.18*	*27.68*	*100*

Table 12b. Fellows by Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2017

	Gender	CERN	Graduate Engineering	Marie Curie	Tech. Training Experience	Total	%
Regular Teleworking	M	1				**1**	*0.12*
	Total					**1**	*0.12*
Ad-hoc Teleworking	F	30	4	5	2	**41**	*5.08*
	M	64	15	7	3	**89**	*11.03*
	Total	**94**	**19**	**12**	**5**	**130**	*16.11*

Regular teleworking uptake data is based on the status at 31.12.2017. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Table 13. Evolution in the Number of Personnel receiving Family Allowance, Children and Infants over the last 10 years

Year	Personnel receiving Familly allow.	Total No. of Children	No. of Infants (<3 years)	Average Age of Children as at 31.12.
2008	1,900	2,477	380	10.15
2009	1,900	2,560	398	10.22
2010	1,953	2,679	433	10.03
2011	1,952	2,753	423	10.05
2012	2,004	2,884	466	10.05
2013	1,994	2,893	394	10.26
2014	2,031	2,919	398	10.35
2015	2,035	2,912	374	10.53
2016	2,190	2,925	434	11.01
2017	2,286	2,990	447	11.06

Figure 6. Evolution in the Average Age of Children of Members of the Personnel over the last 10 years
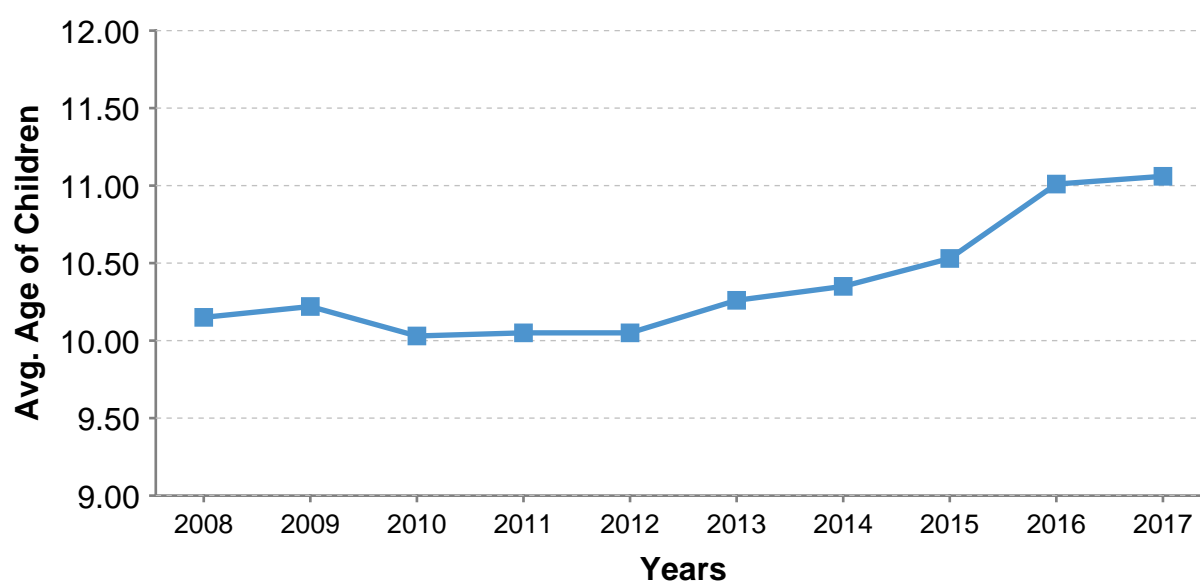
Table 14a. Staff Members by Type of Contract and Years of Service - 31.12.2017

Type of Contract

Completed Years of Service in 2017	Limited Duration Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
0-4	697	6	10	1	**707**	**7**	**714**	*27.12*
5-9	154	1	281	7	**435**	**8**	**443**	*16.82*
10-14			475	22	**475**	**22**	**497**	*18.88*
15-19			336	34	**336**	**34**	**370**	*14.05*
20-24			241	16	**241**	**16**	**257**	*9.76*
25-29			159	8	**159**	**8**	**167**	*6.34*
30-34			130	8	**130**	**8**	**138**	*5.24*
>= 35			36	11	**36**	**11**	**47**	*1.79*
Total	851	7	1,668	107	**2,519**	**114**	**2,633**	*100*

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

Table 14b. Staff Members on Limited Duration Contract by Professional Category and Years of Service - 31.12.2017

Professional Category

Completed Years of Service in 2017	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
0	12	79	62	3	16	18		**190**	*22.14*
1	9	51	37	1	11	18	1	**128**	*14.92*
2	8	64	48	8	7	16		**151**	*17.60*
3	7	49	36	11	10	25		**138**	*16.08*
4	5	41	26	6	9	9		**96**	*11.19*
5	1	44	42	2	3	10		**102**	*11.89*
6		10	19	3	1	7		**40**	*4.66*
7	1	5	4	1		2		**13**	*1.52*
Total	43	343	274	35	57	105	1	**858**	*100*

Figure 7. Evolution in the Average Number of Years of Service of Staff Members over the last 10 years (see also Fig. 10)
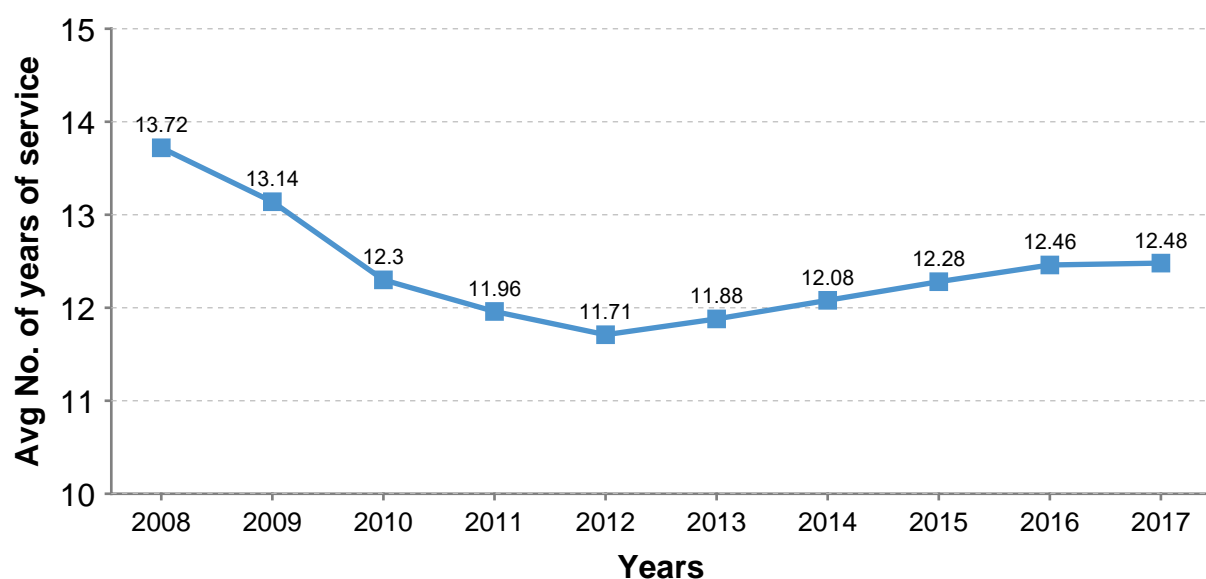
Table 15. Staff Members by Professional Category and Years of Service 31.12.2017

Completed Years of Service in 2017	Professional Category								
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
0-4	44	289	211	29	53	87	1	**714**	*27.12*
5-9	9	189	175	9	22	39		**443**	*16.82*
10-14	6	138	237	12	20	83	1	**497**	*18.88*
15-19	6	208	101	3	24	28		**370**	*14.05*
20-24	9	152	63		24	9		**257**	*9.76*
25-29	10	89	40	1	16	11		**167**	*6.34*
30-34	2	61	46	2	15	12		**138**	*5.24*
>= 35		17	17	1	1	11		**47**	*1.79*
Total	86	1,143	890	57	175	280	2	**2,633**	*100*

Average Years of service of Staff Members	9.58	13.35	12.06	8.05	13.50	11.49	5.50	12.48	

Table 16. Staff Members by Professional Category and Type of Contract - 31.12.2017

Professional Category	Type of contract					
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category	Total	%
1. Research Physicists	43	50.00	43	50.00	86	3.27
2. Scientific & Eng. work	343	30.01	800	69.99	1,143	43.41
3. Technical work	274	30.79	616	69.21	890	33.80
4. Manual work	35	61.40	22	38.60	57	2.16
5a. Prof. Admin. work	57	32.57	118	67.43	175	6.65
5b. Office and Admin. work	105	37.50	175	62.50	280	10.63
5c. Office work	1	50.00	1	50.00	2	0.08
Total	858	32.59	1,775	67.41	2,633	100

Table 17. Staff Members by Gender and Type of Contract - 31.12.2017

Gender	Type of contract					
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category	Total	%
F	179	32.78	367	67.22	546	20.74
M	679	32.53	1,408	67.47	2,087	79.26
Total	858	32.59	1,775	67.41	2,633	100

Table 18. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the last 5 years

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work

Category	Type of Contract	2013	%	2014	%	2015	%	2016	%	2017	%
1	LD	35	45.45	38	48.10	41	50.00	39	48.15	43	50.00
1	IC	42	54.55	41	51.90	41	50.00	42	51.85	43	50.00
2	LD	288	27.88	286	27.32	295	27.47	307	28.17	343	30.01
2	IC	745	72.12	761	72.68	779	72.53	783	71.83	800	69.99
3	LD	277	31.30	275	31.25	250	28.64	257	28.91	274	30.79
3	IC	608	68.70	605	68.75	623	71.36	632	71.09	616	69.21
4	LD	35	29.91	43	37.07	40	39.22	35	57.38	35	61.40
4	IC	82	70.09	73	62.93	62	60.78	26	42.62	22	38.60
5a	LD	42	30.66	39	28.06	41	28.87	46	28.57	57	32.57
5a	IC	95	69.34	100	71.94	101	71.13	115	71.43	118	67.43
5b	LD	79	31.35	81	32.02	82	32.80	97	35.27	105	37.50
5b	IC	173	68.65	172	67.98	168	67.20	178	64.73	175	62.50
5c	LD	2	16.67	1	10.00			1	33.33	1	50.00
5c	IC	10	83.33	9	90.00	8	100.00	2	66.67	1	50.00
Total	LD	758	30.16	763	30.23	749	29.59	782	30.55	858	32.59
Total	IC	1,755	69.84	1,761	69.77	1,782	70.41	1,778	69.45	1,775	67.41
Grand Total		2,513		2,524		2,531		2,560		2,633	

Figure 8. Evolution in the Number of Staff Members by Type of Contract over the last 5 years
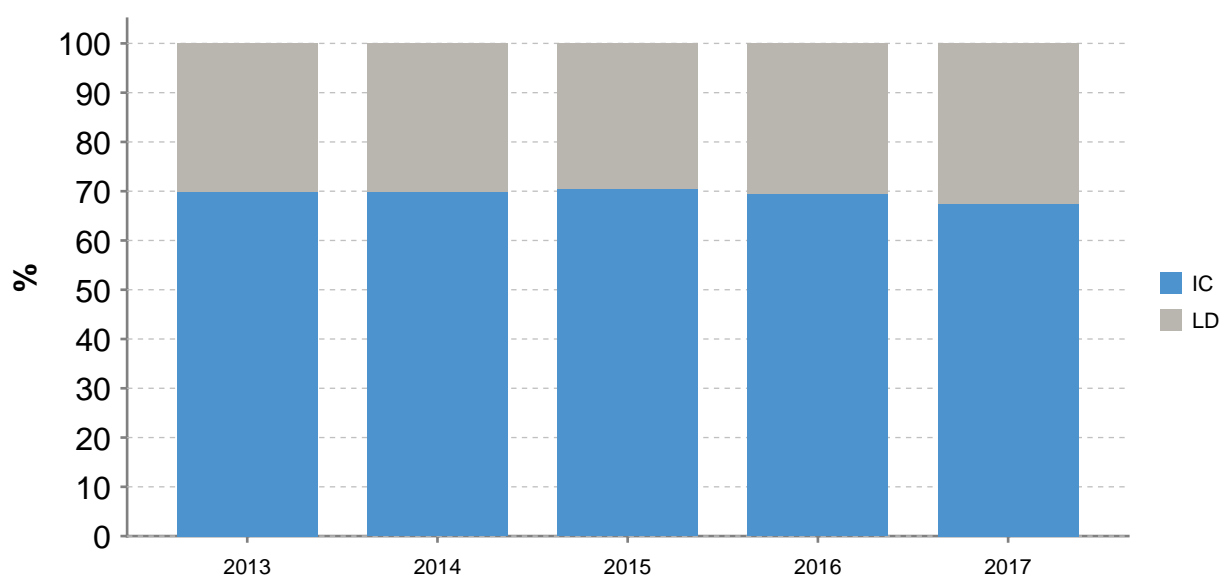
Table 19. Staff Members by Nationality and Type of Residence - 31.12.2017

Type of Residence

| Nationality | Recruited before 1 January 2007 | | | | Recruited as of 1 January 2007 | | | | Total | |
| | Non Resident | | Resident | | International Indemnity | | Non International Indemnity | | | |
	No.	%	No.	%	No.	%	No.	%	No.	%
AT	31	3.40			24	2.88			55	2.09
BE	85	9.31	1	0.28	19	2.28	3	0.56	108	4.10
BG	5	0.55			11	1.32			16	0.61
CH	53	5.81	55	15.54	13	1.56	77	14.47	198	7.52
CY	1	0.11			1	0.12			2	0.08
CZ	2	0.22			3	0.36	1	0.19	6	0.23
DE	111	12.16	5	1.41	60	7.19	1	0.19	177	6.72
DK	11	1.20			6	0.72	2	0.38	19	0.72
ES	53	5.81	8	2.26	96	11.51	6	1.13	163	6.19
FI	12	1.31			16	1.92	1	0.19	29	1.10
FR	160	17.52	262	74.01	166	19.90	411	77.26	999	37.94
GB	111	12.16	5	1.41	88	10.55	11	2.07	215	8.17
GR	9	0.99			27	3.24	1	0.19	37	1.41
HU	4	0.44			9	1.08	1	0.19	14	0.53
IL					3	0.36			3	0.11
IN	1	0.11					1	0.19	2	0.08
IT	137	15.01	14	3.95	147	17.63	8	1.50	306	11.62
NL	55	6.02	1	0.28	13	1.56	1	0.19	70	2.66
NO	6	0.66			9	1.08			15	0.57
PL	20	2.19			55	6.59			75	2.85
PT	17	1.86	3	0.85	33	3.96	4	0.75	57	2.16
RO					16	1.92	1	0.19	17	0.65
RS					3	0.36			3	0.11
SE	17	1.86			8	0.96	2	0.38	27	1.03
SK	9	0.99			4	0.48			13	0.49
NMS	3	0.33			4	0.48			7	0.27
Total	913	100	354	100	834	100	532	100	**2,633**	100

Table 20. Other Members of the Personnel by Nationality and Status - 31.12.2017

Nationality	Fellows		MPA training *		MPA (excl. Users and MPA training) *		Users		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
AT	11	1.36	27	4.66	12	0.94	107	0.87	157	1.05
BE	10	1.24	1	0.17	9	0.70	112	0.92	132	0.89
BG	7	0.87	3	0.52	11	0.86	82	0.67	103	0.69
CH	25	3.10	33	5.70	31	2.43	197	1.61	286	1.92
CY	1	0.12	1	0.17	2	0.16	24	0.20	28	0.19
CZ	9	1.12	5	0.86	4	0.31	240	1.96	258	1.73
DE	84	10.41	60	10.36	105	8.22	1,235	10.09	1,484	9.96
DK	1	0.12	1	0.17	5	0.39	63	0.51	70	0.47
ES	97	12.02	87	15.03	125	9.79	389	3.18	698	4.68
FI	6	0.74	8	1.38	14	1.10	98	0.80	126	0.85
FR	94	11.65	50	8.64	77	6.03	787	6.43	1,008	6.77
GB	44	5.45	18	3.11	76	5.95	706	5.77	844	5.66
GR	53	6.57	64	11.05	40	3.13	210	1.72	367	2.46
HU	11	1.36	7	1.21	12	0.94	67	0.55	97	0.65
IL					11	0.86	54	0.44	65	0.44
IN	4	0.50	3	0.52	22	1.72	332	2.71	361	2.42
IT	162	20.07	76	13.13	243	19.03	1,833	14.98	2,314	15.53
NL	9	1.12	9	1.55	15	1.17	154	1.26	187	1.26
NO	19	2.35	20	3.45	7	0.55	61	0.50	107	0.72
PK	1	0.12	4	0.69	10	0.78	62	0.51	77	0.52
PL	62	7.68	52	8.98	72	5.64	316	2.58	502	3.37
PT	21	2.60	11	1.90	46	3.60	109	0.89	187	1.26
RO	10	1.24	5	0.86	5	0.39	131	1.07	151	1.01
RS	1	0.12	3	0.52	5	0.39	51	0.42	60	0.40
SE	6	0.74	6	1.04	10	0.78	77	0.63	99	0.66
SI	1	0.12			2	0.16	32	0.26	35	0.23
SK	6	0.74	3	0.52	4	0.31	117	0.96	130	0.87
TR	3	0.37	3	0.52	10	0.78	164	1.34	180	1.21
UA	3	0.37	3	0.52	10	0.78	104	0.85	120	0.81
NMS	46	5.70	16	2.76	282	22.08	4,322	35.32	4,666	31.32
Total	807	100	579	100	1,277	100	12,236	100	14,899	100
%	5.42		3.89		8.57		82.13		100	

* partially or totally paid by CERN.

Table 21. Staff Members by Nationality, Professional Category and Gender - 31.12.2017

Professional Category

Nat.	1. Research Physicists All	F	2. Scientific & Eng. work All	F	3. Technical work All	F	4. Manual work All	F	5a. Prof. Admin. work All	F	5b. Office and Admin. work All	F	5c. Office work All	F	Grand Total All	F
AT	4		44	6	4	2			2	1	1	1			**55**	**10**
BE	3	1	44	3	36	3			18	5	7	6			**108**	**18**
BG			10	3	3				1		2	2			**16**	**5**
CH	1		68	7	72	6	1		15	9	41	37			**198**	**59**
CY	1		1	1											**2**	**1**
CZ			4	1			1				1	1			**6**	**2**
DE	20	1	118	6	22	3	3		10	6	4	3			**177**	**19**
DK	1		10		5				1	1	2	2			**19**	**3**
ES	6		105	23	31	3	7	1	7	6	7	5			**163**	**38**
FI	1		7		8	1	4		4		5	5			**29**	**6**
FR	7	1	215	32	540	29	30	2	52	35	153	130	2	1	**999**	**230**
GB	11	1	94	5	51	3	5	2	28	15	26	24			**215**	**50**
GR	1		25	2	5				3	2	3	3			**37**	**7**
HU			10	2	3						1	1			**14**	**3**
IL	3														**3**	**0**
IN			2	1											**2**	**1**
IT	16	3	212	28	45	2	2		17	5	14	13			**306**	**51**
NL	2		39	2	21	2	1		7	2					**70**	**6**
NO	1		2		9	1			2		1	1			**15**	**2**
PL	1	1	56	5	12	2			3	2	3	3			**75**	**13**
PT	3		31	3	16		2		3	2	2	1			**57**	**6**
RO			10	1	3	1					4	4			**17**	**6**
RS			3	1											**3**	**1**
SE			17	3	4		1		2	1	3	3			**27**	**7**
SK			13	1											**13**	**1**
NMS	4		3	1											**7**	**1**
Total	**86**	**8**	**1,143**	**137**	**890**	**58**	**57**	**5**	**175**	**92**	**280**	**245**	**2**	**1**	**2,633**	**546**

Table 22. Staff Members by Nationality, Grade and Gender - 31.12.2017

Grade

Nat.	1 All	1 F	2 All	2 F	3 All	3 F	4 All	4 F	5 All	5 F	6 All	6 F	7 All	7 F	8 All	8 F	9 All	9 F	10 All	10 F	Grand Total All	Grand Total F
AT					1	1	2	1	2	1	14	2	11	1	19	4	6				55	10
BE							10	4	29	3	15	6	19	4	21	1	12		2		108	18
BG					3	2	1		1		5		3	3	3						16	5
CH					21	14	47	19	43	9	27	7	26	6	19	3	12	1	3		198	59
CY											1	1					1				2	1
CZ			1		1	1					2	1	1		1						6	2
DE					2	2	7	2	18	2	44	5	24	2	39	3	36	2	7	1	177	19
DK					1	1	1	1	4		4		5		2		1		1	1	19	3
ES			4	1	8	3	14	3	19	2	61	12	32	12	18	3	5	2	2		163	38
FI			1		5	1	4	1	7	4	4		2		4		2				29	6
FR			16		152	41	368	84	182	35	115	24	72	22	66	16	23	7	5	1	999	230
GB			2	2	12	6	35	12	31	8	39	9	34	6	29	4	25	3	8		215	50
GR					3	2	1	1	4		17	3	4		5		2		1	1	37	7
HU					3	1			1		5	1	4		1	1					14	3
IL											3										3	0
IN													1				1	1			2	1
IT					13	8	24	4	23	3	80	12	60	11	62	7	35	5	9	1	306	51
NL			1		1		4	1	16	1	8	1	13	2	17		10	1			70	6
NO					4		3	1	3	1			1		3		1				15	2
PL					3	1	9	4	3		34	4	18	3	7	1			1		75	13
PT			2				10		7	1	19	1	9	1	9	2	1	1			57	6
RO					2	2	4	3	1		9	1	1								17	6
RS											3	1									3	1
SE			1		2	1	2	1	3	1	4	2	2	1	9	1	4				27	7
SK													8	1	4		1				13	1
NMS											4		1		1		1	1			7	1
Total	0	0	28	3	237	87	546	142	397	71	517	93	351	75	339	46	179	24	39	5	**2,633**	**546**

Table 23. Staff Members by Professional Category and Benchmark Job Cluster - 31.12.2017

Professional Category

Benchmark Job Cluster	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
1-2-(3)				6			2	**8**	_0.30_
2-3-(4)				51				**51**	_1.94_
3-4-(5)			503			199		**702**	_26.66_
4-5-(6)			387			81		**468**	_17.77_
6-7-(8)	58	984			144			**1,186**	_45.04_
9-(10)	28	159			31			**218**	_8.28_
Total	86	1,143	890	57	175	280	2	**2,633**	_100_

Table 24. Staff Members by Nationality, Gender and Benchmark Job Cluster - 31.12.2017

Benchmark Job Cluster

Nationality	1-2-(3) All	F	2-3-(4) All	F	3-4-(5) All	F	4-5-(6) All	F	6-7-(8) All	F	9-(10) All	F	Grand Total All	F
AT					3	2	2	1	44	7	6		**55**	**10**
BE					9	3	34	6	51	9	14		**108**	**18**
BG					4	2	1		11	3			**16**	**5**
CH			1		55	25	58	18	69	15	15	1	**198**	**59**
CY									1	1	1		**2**	**1**
CZ			1		1	1			4	1			**6**	**2**
DE			3		5	3	21	3	105	10	43	3	**177**	**19**
DK					2	2	5		10		2	1	**19**	**3**
ES			7	1	15	5	23	3	111	27	7	2	**163**	**38**
FI			4		4	1	9	5	10		2		**29**	**6**
FR	8	2	24	1	485	115	208	44	246	60	28	8	**999**	**230**
GB			5	2	44	19	33	8	100	18	33	3	**215**	**50**
GR					3	2	5	1	26	3	3	1	**37**	**7**
HU					3	1	1		10	2			**14**	**3**
IL									3				**3**	**0**
IN									1		1	1	**2**	**1**
IT			2		31	11	28	4	201	30	44	6	**306**	**51**
NL			1		5	1	16	1	38	3	10	1	**70**	**6**
NO					7	1	3	1	4		1		**15**	**2**
PL					8	2	7	3	59	8	1		**75**	**13**
PT			2		9		9	1	36	4	1	1	**57**	**6**
RO					4	4	3	1	10	1			**17**	**6**
RS									3	1			**3**	**1**
SE			1		5	3	2		15	4	4		**27**	**7**
SK									12	1	1		**13**	**1**
NMS									6		1	1	**7**	**1**
Total	8	2	51	4	702	203	468	100	1,186	208	218	29	**2,633**	**546**

Table 25. Evolution in the Number of Staff Members by Age Range over the last 10 years

Age Range	2007	2012	2017
<=25	28	30	15
26-30	214	146	150
31-35	342	410	336
36-40	437	424	466
41-45	403	439	417
46-50	312	406	427
51-55	248	307	397
56-60	354	228	289
61-65	206	122	136
Total	2,544	2,512	2,633

Figure 9. Evolution in the Number of Staff Members by Age Range over the last 10 years
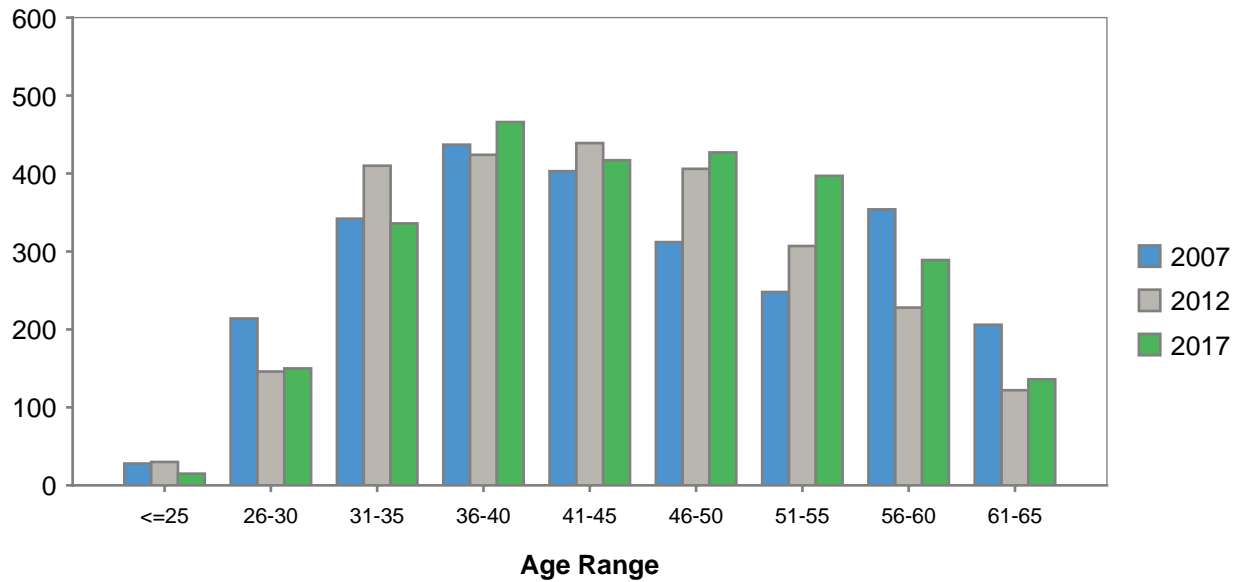
Table 26. Staff Members by Age Range and Professional Category - 31.12.2017

Professional Category

Age range	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
<=25		2	8		1	4		**15**	*0.57*
26-30	3	40	79		4	24		**150**	*5.70*
31-35	18	169	92	11	17	29		**336**	*12.76*
36-40	17	199	158	20	21	50	1	**466**	*17.70*
41-45	11	169	142	11	33	51		**417**	*15.84*
46-50	9	183	150	3	35	47		**427**	*16.22*
51-55	7	188	132	5	28	37		**397**	*15.08*
56-60	13	127	87	4	29	28	1	**289**	*10.98*
61-65	8	66	42	3	7	10		**136**	*5.17*
Total	**86**	**1,143**	**890**	**57**	**175**	**280**	**2**	**2,633**	*100*
Average Age	45	45.4	44.3	42.6	46.7	43.9	47	**44.9**	

Figure 10. Evolution in the Average Age of Staff Members over the last 10 years (see also Fig. 7)
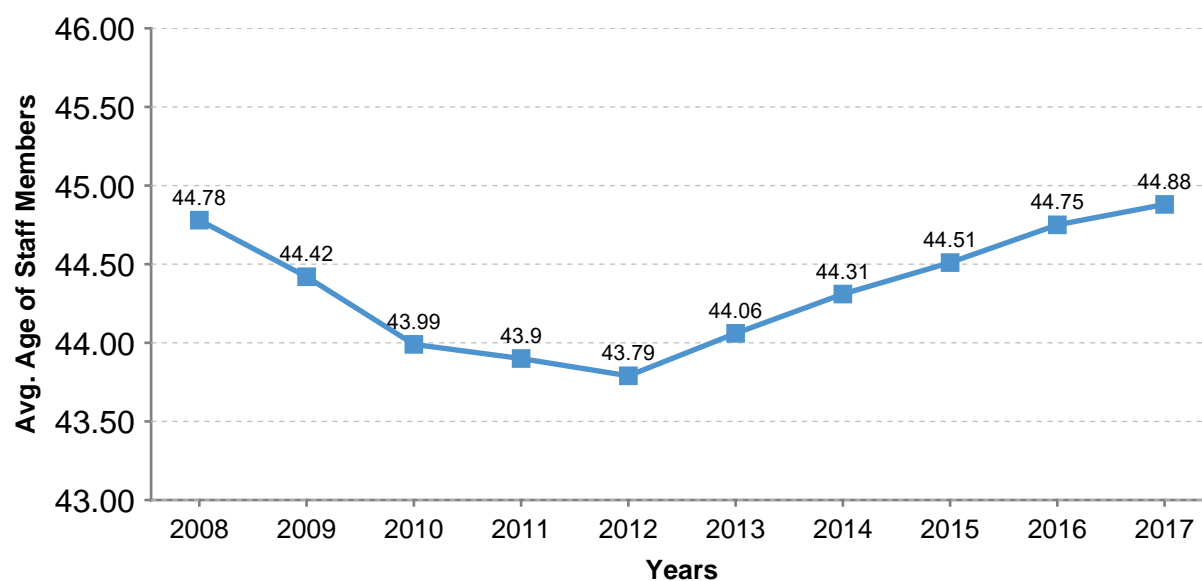
Table 27. Fellows and MPA by Age Range - 31.12.2017

Age Range	Fellows		MPA exch. scient.		MPA int. coll.		MPA training		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
<=25	98	12.14	13	1.86	1,327	10.36	282	48.70	1,720	11.54
26-30	373	46.22	45	6.45	2,425	18.92	247	42.66	3,090	20.74
31-35	271	33.58	77	11.03	1,692	13.20	30	5.18	2,070	13.89
36-40	58	7.19	99	14.18	1,270	9.91	16	2.76	1,443	9.69
41-45	6	0.74	90	12.89	1,153	9.00	1	0.17	1,250	8.39
46-50			75	10.74	1,146	8.94	2	0.35	1,223	8.21
51-55	1	0.12	90	12.89	1,115	8.70	1	0.17	1,207	8.10
56-60			66	9.46	967	7.55			1,033	6.93
61-65			44	6.30	703	5.49			747	5.01
>65			99	14.18	1,017	7.94			1,116	7.49
Total	807	100	698	100	12,815	100	579	100	14,899	100

Figure 11. Fellows and MPA by Age Range - 31.12.2017
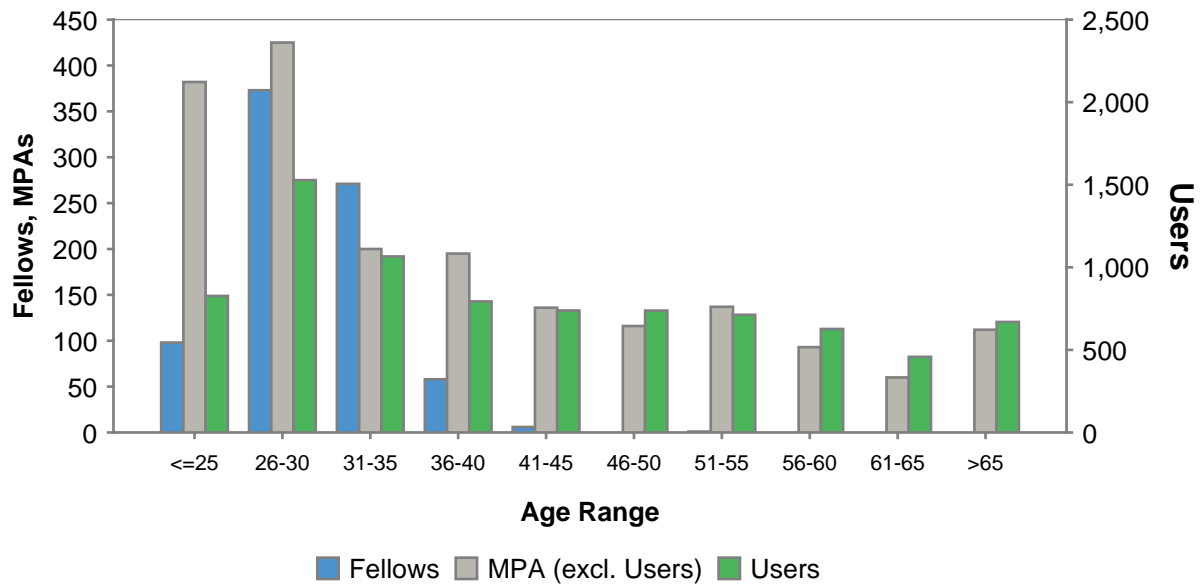
Table 28. Evolution of Arrivals of Staff Members by Age Group over the last 10 years

Age Group

Years	<=25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	Total
2008	8	31	16	16	12	1	3	3		90
	8.89	*34.44*	*17.78*	*17.78*	*13.33*	*1.11*	*3.33*	*3.33*		*100*
2009	16	50	42	23	9	5	4	3		152
	10.53	*32.89*	*27.63*	*15.13*	*5.92*	*3.29*	*2.63*	*1.97*		*100*
2010	18	60	73	47	12	10	7	2		229
	7.86	*26.20*	*31.88*	*20.52*	*5.24*	*4.37*	*3.06*	*0.87*		*100*
2011	17	42	52	32	14	2	2			161
	10.56	*26.09*	*32.30*	*19.88*	*8.70*	*1.24*	*1.24*			*100*
2012	12	49	82	27	14	7	2	1	1	195
	6.15	*25.13*	*42.05*	*13.85*	*7.18*	*3.59*	*1.03*	*0.51*	*0.51*	*100*
2013	12	37	38	18	6	7	1			119
	10.08	*31.09*	*31.93*	*15.13*	*5.04*	*5.88*	*0.84*			*100*
2014	11	40	51	27	13	5	2		1	150
	7.33	*26.67*	*34.00*	*18.00*	*8.67*	*3.33*	*1.33*		*0.67*	*100*
2015	10	57	48	27	12	5	3	1		163
	6.13	*34.97*	*29.45*	*16.56*	*7.36*	*3.07*	*1.84*	*0.61*		*100*
2016	6	36	51	24	5	5	1	2	2	132
	4.55	*27.27*	*38.64*	*18.18*	*3.79*	*3.79*	*0.76*	*1.52*	*1.52*	*100*
2017	7	51	61	40	16	8	5	2		190
	3.68	*26.84*	*32.11*	*21.05*	*8.42*	*4.21*	*2.63*	*1.05*		*100*

Staff member's age is calculated as of 31.12.2017.

Average age of arrivals

Professional Category

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	Total
in 2017	36.55	34.84	32.64	32.33	36.07	35.69	**34.39**

Table 29. Staff Member Arrivals and Departures in 2017 by Residential Category and Nationality*

Arrivals

Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.
AT	6		6	3.16	10.91
BE	2	1	3	1.58	2.78
BG	3		3	1.58	18.75
CH	2	6	8	4.21	4.04
CY	1		1	0.53	50.00
DE	8		8	4.21	4.52
ES	14		14	7.37	8.59
FI	2		2	1.05	6.90
FR	25	28	53	27.89	5.31
GB	20		20	10.53	9.30
GR	9		9	4.74	24.32
HU	3		3	1.58	21.43
IL	2		2	1.05	66.67
IT	25	1	26	13.68	8.50
NL	4		4	2.11	5.71
NO	4		4	2.11	26.67
PL	12		12	6.32	16.00
PT	2	2	4	2.11	7.02
RO	4		4	2.11	23.53
SE	2		2	1.05	7.41
NMS	2		2	1.05	28.57
Total	152	38	**190**	100	7.34

Departures

Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.
AT	1		1	0.82	1.82
BE	5		5	4.10	4.63
CH	1	10	11	9.02	5.56
CZ	2		2	1.64	33.33
DE	7		7	5.74	3.95
ES	6		6	4.92	3.68
FR	21	31	52	42.62	5.21
GB	6	2	8	6.56	3.72
GR	1		1	0.82	2.7
HU	3		3	2.46	21.43
IT	15	1	16	13.11	5.23
PL	1		1	0.82	1.33
PT	2	1	3	2.46	5.26
RO	1		1	0.82	5.88
SE	2		2	1.64	7.41
SK	1		1	0.82	7.69
NMS	2		2	1.64	28.57
Total	77	45	**122**	100	4.63

Labour turnover = 4.71 % of average strength.

This table shows all departures from 1 January 2017 to 31 December 2017.

* The person's residential categories which are taken into account for arrivals and departures, are the ones at the arrival date and at the departure date respectively.

Table 30. Staff Member Arrivals and Departures in 2017 by Professional Category

Professional Category	Arrivals	Departures
1	12	8
2	79	33
3	62	59
4	3	2
5a	16	7
5b	18	12
5c		1
Total	190	122

This table shows all departures from 1 January 2017 to 31 December 2017.

Figure 12. Staff Member Arrivals and Departures in 2017 by Professional Category
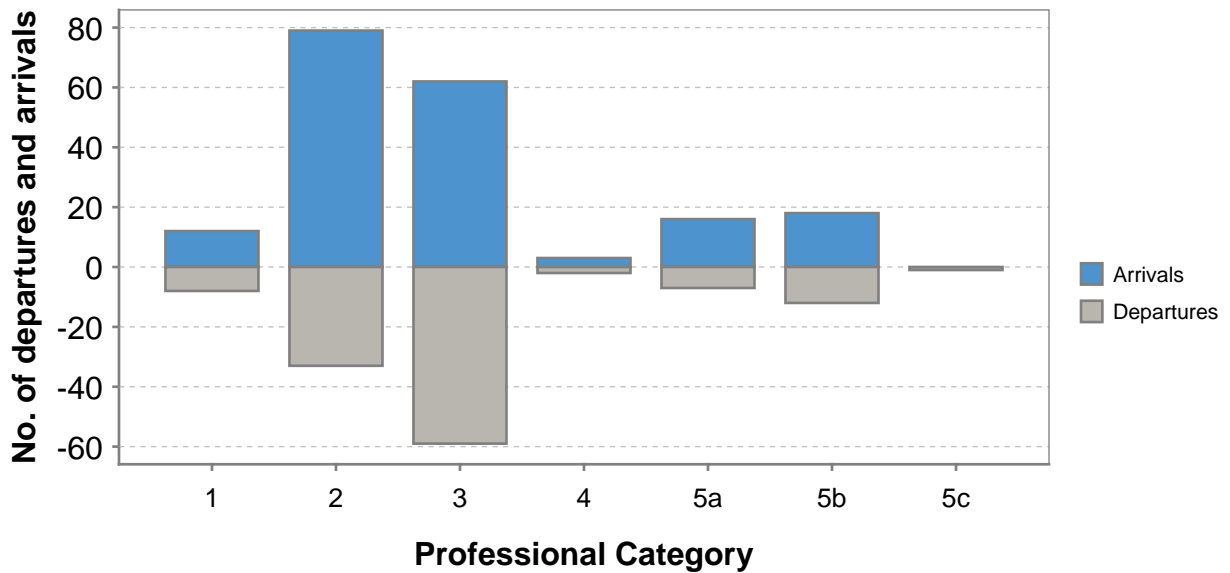
This figure shows all departures from 1 January 2017 to 31 December 2017.

Table 31. Staff Member Departures in 2017 by Professional Category, Type of Contract and Reason for Leaving

Professional Category

Reason	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b. Office and Admin. work		5c. Office work		Total		Grand Total
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	All
Family/Social										1						1	1
Job connected		2	1	6	2	7				3		2			3	20	23
Retirement	1		8	1	26				1		6		1		43	1	44
Contract expirations		5		15		23		2		1		3				49	49
Mutual agreement			1							1					1	1	2
Death			1		1						1				3		3
Total	1	7	11	22	29	30	0	2	1	6	7	5	1	0	50	72	122

This table shows all departures from 1 January 2017 to 31 December 2017.

Users

Table 32. Users by Nationality and Experiment - 31.12.2017

Nationality	Experiments											Total
	ATLAS	CMS	ALICE	LHCB	LHC	SPS	PS	RE	R&D	ISOLDE	OTHER	
AT	18	47	2				13	6	2	4	15	**107**
BE	12	70	1	1		3	2	1		19	3	**112**
BG	8	42	3	5		12				11	1	**82**
CH	59	45	4	28	1	9	6	16	7	3	19	**197**
CY	5	15		1		2				1		**24**
CZ	134	7	27	1	11	23	10	3	11	2	11	**240**
DE	436	233	141	88	2	72	29	81	25	73	55	**1,235**
DK	18	3	11	3		7			2	13	6	**63**
ES	102	89	7	50		4	25	30	17	38	27	**389**
FI	2	43	8		6	1	10			9	19	**98**
FR	250	124	104	69	1	41	10	44	34	26	84	**787**
GB	307	105	26	110	2	17	8	10	11	59	51	**706**
GR	93	57	8	3	2	1	7	5	6	6	22	**210**
HU	4	26	21		1	4			3	6	2	**67**
IL	42	1		2		1			3		5	**54**
IN	37	145	107	8		10	1	1	4	9	10	**332**
IT	473	470	190	175	27	148	30	121	49	36	114	**1,833**
NL	59	12	19	40		1	1	7	11	2	2	**154**
NO	27	1	22			2				6	3	**61**
PK	6	37	16			1				1	1	**62**
PL	66	38	37	34	7	69	4	3	2	28	28	**316**
PT	32	10	2	4		11	5	13	8	21	3	**109**
RO	45	9	22	12	4	5	7	1	1	20	5	**131**
RS	13	12	1	1	4	8				3	9	**51**
SE	39	5	10	1					1	14	7	**77**
SI	17	4		1		1	1	5	1	2		**32**
SK	42	5	43	5		8				1	13	**117**
TR	35	94	4	2		4	1	4	3	4	13	**164**
UA	21	30	17	8		8		4	4	4	8	**104**
NMS	1,510	1,297	461	218	10	260	49	145	54	93	225	**4,322**
Total	**3,912**	**3,076**	**1,314**	**870**	**78**	**733**	**219**	**500**	**260**	**526**	**748**	**12,236**

The "Experiment" codes refer either to a specific LHC experiment or to a group of experiments belonging to certain research programme. Details are available in the Grey Book (https://greybook.cern.ch).

Table 33. Users by Professional Category and Yearly Presence in % at CERN - 31.12.2017

Professional Category

Presence	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	Total
0-10%	3,297	436	201		34	**3,968**
11-20%	2,371	224	128	1	5	**2,729**
21-30%	1,527	134	88	2	3	**1,754**
31-40%	397	35	16		1	**449**
41-50%	363	30	27		3	**423**
51-60%	734	62	41		4	**841**
61-70%	254	38	31		1	**324**
71-80%	256	11	15		1	**283**
81-90%	151	7	3			**161**
91-100%	1,066	143	66		29	**1,304**
Total	10,416	1,120	616	3	81	**12,236**
%	*85.13*	*9.15*	*5.03*	*0.02*	*0.66*	*100*

For consistency of statistics CERN professional categorisation is applied to Users, but the work they do at CERN is work performed for their Home Institute.

Figure 13. Users by Yearly Presence in % at CERN - 31.12.2017
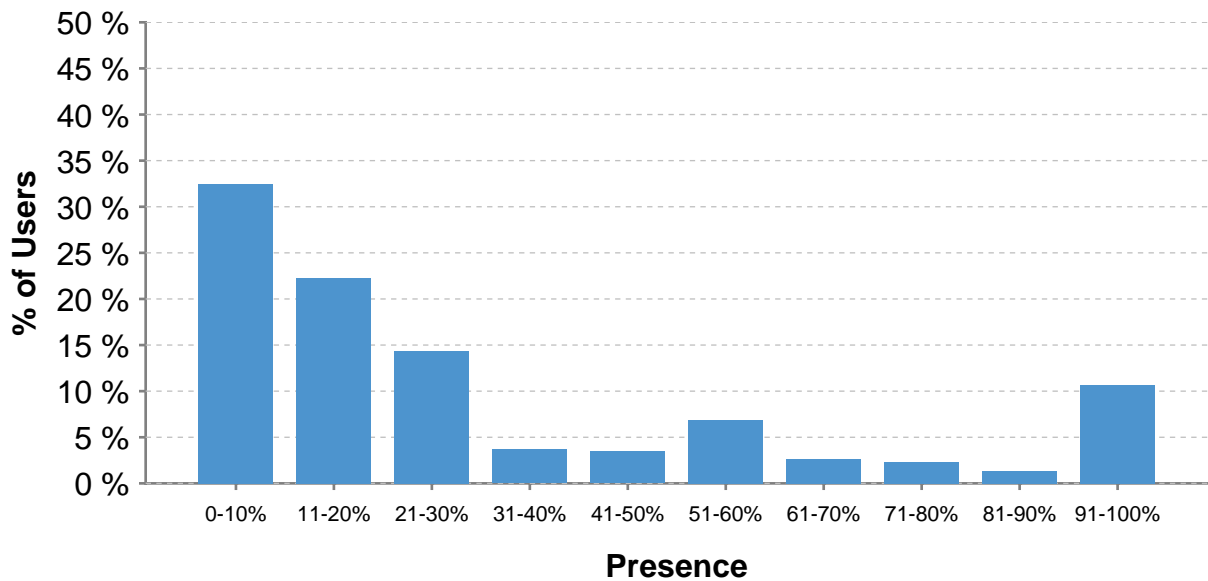
Table 34. Users by Gender and Professional Category - 31.12.2017

Professional Category

Gender	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Men	8,421	80.85	1,015	90.63	556	90.26	3	100.00	20	24.69	**10,015**	81.85
Women	1,995	19.15	105	9.38	60	9.74			61	75.31	**2,221**	18.15
Total	10,416		1,120		616		3		81		**12,236**	

Figure 14. Female Users by Professional Category - 31.12.2017

- 89.82 %
- 4.73 %
- 2.70 %
- 2.75 %

- 1. Research Physicists
- 2. Scientific & Eng. work
- 3. Technical work
- 5a. Prof. Admin. work

Table 35a. Users by Nationality and Professional Category - 31.12.2017

Nationality	Professional Category					
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	Total
AT	93	6	7		1	107
BE	103	5	3		1	112
BG	71	8	2		1	82
CH	145	21	22	2	7	197
CY	23	1				24
CZ	188	38	12	1	1	240
DE	1,129	50	47		9	1,235
DK	54	6	3			63
ES	324	46	17		2	389
FI	89	4	1		4	98
FR	511	196	67		13	787
GB	606	63	33		4	706
GR	180	24	5		1	210
HU	58	7			2	67
IL	39	6	9			54
IN	302	21	9			332
IT	1,551	114	166		2	1,833
NL	110	23	19		2	154
NO	51	8	2			61
PK	45	10	7			62
PL	276	30	10			316
PT	96	10	3			109
RO	117	10	3		1	131
RS	46	3	1		1	51
SE	72	2	3			77
SI	31	1				32
SK	105	12				117
TR	159	4			1	164
UA	100	4				104
NMS	3,742	387	165		28	4,322
Total	10,416	1,120	616	3	81	12,236
%	85.13	9.15	5.03	0.02	0.66	100

Table 35b. Non-Member State Users by Nationality and Professional Category - 31.12.2017

Nationality	Professional Category				
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
AF	1				1
AL	3				3
AM	15	2	1		18
AR	23		1		24
AU	23	3			26
AZ	8				8
BA	2				2
BD	9	1			10
BI	1				1
BO	3		1		4
BR	96	26	9	1	132
BY	40	6			46
CA	141	6	4		151
CL	18	2			20
CM	1				1
CN	441	35	9	1	486
CO	37	10			47
CU	11				11
DZ	10		2		12
EC	4	1			5
EE	15				15
EG	30				30
GE	31	10	3		44
GH	1				1
HK	1				1
HR	39		1		40
ID	6	5			11
IE	13	1		1	15
IQ	1				1
IR	37	2			39
IS	2		1		3
JO		1			1
JP	287	5			292
KE	1	1		1	3
KG	1				1
KN	1				1
KP	1				1
KR	155	5	3	5	168
KZ	5				5
LB	20	1	1		22

Professional Category

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
LK	3				3
LT	26	6	2	2	36
LU	1				1
LV	1				1
MA	17	2			19
ME	7	4			11
MG	4				4
MK	1				1
MM		1			1
MN	2				2
MT	2	5			7
MU	1				1
MX	71	4	2		77
MY	15				15
NG	1	1			2
NP	9		1		10
NZ	5				5
OM	3				3
PE	7				7
PH	3				3
PS	7				7
PY	2				2
RU	862	146	84	3	1,095
SA	2				2
SD	1				1
SG	4				4
SN	1				1
SV	1				1
SY	1				1
SZ	1				1
TH	20	1			21
TN	3	1			4
TW	44	1	1	1	47
US	1,006	90	34	13	1,143
UY			1		1
UZ	4				4
VE	8				8
VN	12				12
ZA	47	2	4		53
ZM	1				1
ZW	2				2
Total	3,742	387	165	28	4,322
%	*86.58*	*8.95*	*3.82*	*0.65*	*100*

Table 36. Users by Nationality over the last 5 years

Nationality	2013	2014	2015	2016	2017
AT	87	94	95	96	107
BE	103	112	117	117	112
BG	73	77	80	79	82
CH	171	189	190	193	197
CY				23	24
CZ	199	223	216	227	240
DE	1,097	1,145	1,194	1,210	1,235
DK	51	57	52	60	63
ES	316	343	351	372	389
FI	81	81	94	103	98
FR	716	764	789	788	787
GB	614	655	651	672	706
GR	145	171	189	198	210
HU	65	70	70	68	67
IL	49	55	54	52	54
IN					332
IT	1,619	1,728	1,761	1,813	1,833
NL	149	146	153	155	154
NO	60	60	59	58	61
PK			54	54	62
PL	218	258	277	285	316
PT	94	102	105	106	109
RO	114	125	134	125	131
RS	40	41	42	43	51
SE	72	70	80	84	77
SI					32
SK	86	104	108	119	117
TR			160	160	164
UA				93	104
NMS	3,868	4,215	4,379	4,468	4,322
Total	10,087	10,885	11,454	11,821	12,236

Table 37. Non-Member State Users by Nationality over the last 5 years - Top 5 Nationalities at end 2017

Nationality	2013	2014	2015	2016	2017
US	948	981	1,064	1,119	1,143
RU	957	986	1,021	1,063	1,095
CN	273	328	415	422	486
JP	242	288	302	303	292
KR	111	118	139	164	168
Total	2,531	2,701	2,941	3,071	3,184

Staff Recruitment

Table 38. Candidates Applied, Invited to/Attended Selection Boards and Appointments Offered/Refused during 2017 by Nationality and Gender

Nat.	Application			Invited			Not Attended			Selected			Refused Offer			*Success Rate*
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
AT	18	33	51	1	8	9				1	6	7				13.73
BE	56	111	167	5	5	10		1	1	2	1	3				1.80
BG	50	103	153	5	3	8				2	1	3				1.96
CH	488	707	1,195	14	25	39		5	5	3	5	8				0.67
CY	6	8	14	1		1				1		1				7.14
CZ	19	43	62		3	3										0.00
DE	83	209	292	10	29	39		2	2	4	7	11				3.77
DK	7	29	36		4	4										0.00
ES	206	627	833	14	47	61	1		1	3	15	18				2.16
FI	36	96	132	3	2	5				1	1	2				1.52
FR	912	2,251	3,163	44	204	248	3	9	12	9	48	57	1	2	3	1.80
GB	143	489	632	14	42	56		1	1	4	17	21	1	3	4	3.32
GR	154	440	594	7	22	29		3	3	2	8	10		1	1	1.68
HU	31	75	106	3	5	8	1		1		2	2				1.89
IL	13	74	87													0.00
IN	93	611	704	2	3	5										0.00
IT	373	1,176	1,549	20	80	100		3	3	6	23	29	1	1	2	1.87
NL	23	56	79	2	8	10					2	2				2.53
NO	18	162	180		11	11					2	2				1.11
PK	38	522	560		1	1										0.00
PL	113	306	419	6	25	31		1	1	2	9	11	1		1	2.63
PT	86	334	420	2	15	17		1	1	1	7	8				1.90
RO	111	220	331	4	9	13				1	4	5	1		1	1.51
RS	15	84	99		2	2					1	1				1.01
SE	21	67	88	3	4	7				1	1	2				2.27
SI	8	7	15													0.00
SK	18	43	61	1	2	3				1		1	1		1	1.64
TR	37	144	181	1	2	3	1		1							0.00
UA	22	56	78	1		1										0.00
NMS	359	1,194	1,553	2	12	14				1	4	5				0.32
Total	3,557	10,277	13,834	165	573	738	6	26	32	45	164	209	6	7	13	1.51

Figure 15. Candidates Applied, Invited and Selected in 2017 by Gender
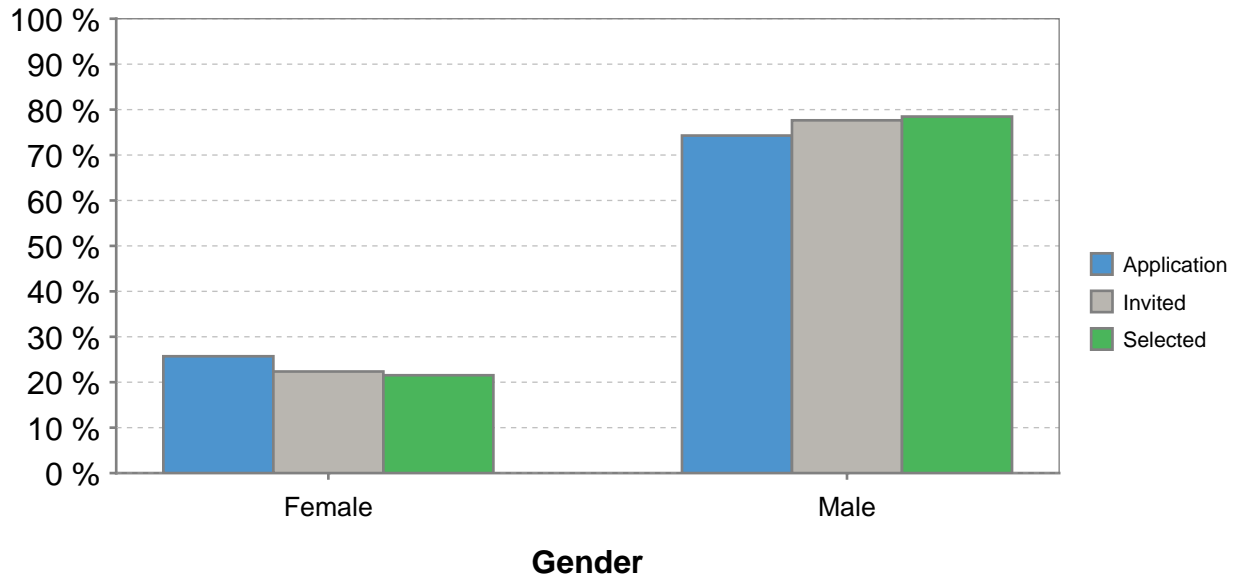
Table 39. Return on Staff Applicants by Nationality in 2017

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	51	0.37	2.12	17.45
BE	167	1.21	2.71	44.65
BG	153	1.11	0.29	382.76
CH	1,195	8.64	3.84	225.00
CY	14	0.10	0.09	111.11
CZ	62	0.45	0.92	48.91
DE	292	2.11	20.04	10.53
DK	36	0.26	1.74	14.94
ES	833	6.02	7.08	85.03
FI	132	0.95	1.32	71.97
FR	3,163	22.86	14.04	162.82
GB	632	4.57	14.80	30.88
GR	594	4.29	1.18	363.56
HU	106	0.77	0.59	130.51
IL	87	0.63	1.46	43.15
IN	704	5.09	1.01	503.96
IT	1,549	11.20	10.42	107.49
NL	79	0.57	4.68	12.18
NO	180	1.30	2.84	45.77
PK	560	4.05	0.13	3,115.38
PL	419	3.03	2.77	109.39
PT	420	3.04	1.09	278.90
RO	331	2.39	0.97	246.39
RS	99	0.72	0.17	423.53
SE	88	0.64	2.68	23.88
SI	15	0.11	0.04	275.00
SK	61	0.44	0.47	93.62
TR	181	1.31	0.42	311.90
UA	78	0.56	0.09	622.22
NMS	1,553	11.23		
Total	13,834	100	100	

Table 40. Vacancies Published and Filled during 2017

Vacancies published in 2017	184
Vacancies published and filled in 2017	127
Vacancies published in 2017 and open as at 31.12.2017	57
Vacancies republished in 2017	11

Table 41. Candidates Applied and Selected by Professional Category in 2017

Candidates

Prof. Category	Application (%)		Selected (%)	
	F	M	F	M
1	19.80	80.20	15.38	84.62
2	11.34	88.66	12.77	87.23
3	11.15	88.85	11.11	88.89
4	2.95	97.05		100.00
5a	55.99	44.01	50.00	50.00
5b	64.39	35.61	77.27	22.73

Figure 16. Applications and Success Rate of Female Candidates by Professional Category
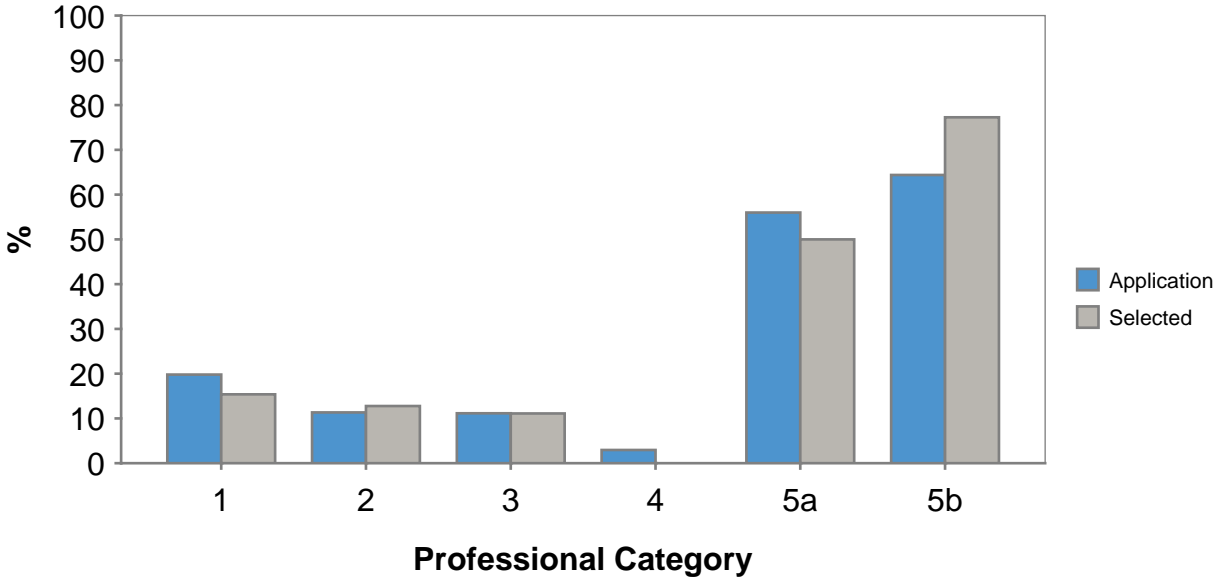
Table 42. Number of Staff Candidates Selected by Nationality over the last 5 years

Nationality	2013	2014	2015	2016	2017	Total
AT	1	3		2	7	13
BE	4	4	2	2	3	15
BG				3	3	6
CH	2	9	11	7	8	37
CY					1	1
CZ		2	2			4
DE	7	11	4	9	11	42
DK		2	1	1		4
ES	12	20	18	12	18	80
FI		2	4	4	2	12
FR	46	48	54	46	57	251
GB	5	13	16	12	21	67
GR	3	2	5	8	10	28
HU	1	1	2	3	2	9
IL		2	1	2		5
IT	18	17	24	20	29	108
NL	1	2	2	3	2	10
NO		1		3	2	6
PL	5	8	7	8	11	39
PT	4	7	2	1	8	22
RO	1	4	2	1	5	13
RS		1	1	1	1	4
SE		2	1	2	2	7
SK					1	1
NMS	3	3	3	2	5	16
Total	113	164	162	152	209	800

Table 43. Staff Members Recruited (Arrivals) in 2017 by Professional Category

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work

1	2	3	4	5a	5b	5c	Total
12	79	62	3	16	18		**190**

Staff on LD contracts granted an IC contract with starting date in 2017

1	2	3	4	5a	5b	5c	Total
2	23	13		1	3		**42**

Staff with LD extensions by professional category as at 31.12.2017

	1	2	3	4	5a	5b	5c	Total
No. of eligible as at 31.12.2016 *	6	68	67	4	5	17		**167**
No. of extended as at 31.12.2017 **	1	44	42	2	3	10		**102**

* Staff members on LD contracts in their 5th year on 31st December 2016.

** Staff members on LD contracts in their 6th year on 31st December 2017.

Staff members recruited (Arrivals) by previous CERN status

From	1	2	3	4	5a	5b	5c	Total
Fellows	5	26	9		3			**43**
MPA	4	13	4			2		**23**
No previous CERN status	3	40	49	3	13	16		**124**

Figure 17. Staff recruited over the last 5 years from Fellows
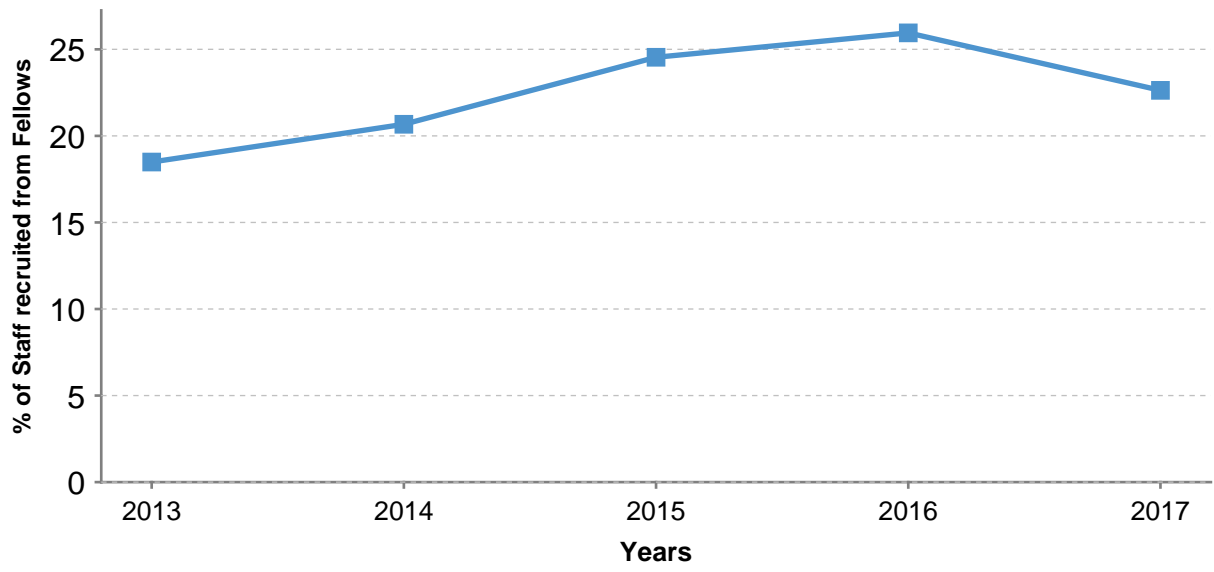
Fellows Recruitment

<table>
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Table 44a. Candidates Applied and Selected during 2017 by Nationality (or Institute Nationality where Appropriate) and Gender

</td></tr>
</table>

Nat.	Application F	Application M	Application Total	Selected F	Selected M	Selected Total	Success Rate
AT	1	5	6	1		1	16.67
BE	4	18	22	2	2	4	18.18
BG	5	8	13	1	3	4	30.77
CH	7	39	46		15	15	32.61
CY	2	3	5	1	1	2	40.00
CZ	5	12	17	2	3	5	29.41
DE	17	66	83	9	14	23	27.71
DK		8	8		2	2	25.00
ES	41	151	192	9	40	49	25.52
FI	2	13	15	1	4	5	33.33
FR	25	143	168	6	37	43	25.60
GB	17	95	112	4	24	28	25.00
GR	61	149	210	10	16	26	12.38
HU	1	13	14				
IL	4	5	9	1	1	2	22.22
IN	31	119	150	3	5	8	5.33
IT	66	234	300	12	53	65	21.67
NL	2	13	15		5	5	33.33
NO	7	32	39	3	11	14	35.90
PK	13	120	133	1		1	0.75
PL	26	70	96	5	25	30	31.25
PT	8	33	41	2	3	5	12.20
RO	9	9	18		1	1	5.56
RS	3	3	6		1	1	16.67
SE	9	13	22	1	3	4	18.18
SI	3	3	6				
SK	4	8	12		1	1	8.33
TR	5	15	20	1		1	5.00
UA	7	2	9	2		2	22.22
NMS	46	146	192	7	20	27	14.06
Total	431	1,548	**1,979**	84	290	**374**	18.90

<table>
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Table 44b. Candidates Applied and Selected during 2017 by Nationality and Gender

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Nat.	Application F	Application M	Application Total	Selected F	Selected M	Selected Total	Success Rate
AT	1	6	7	1	1	2	28.57
BE	4	17	21	2	2	4	19.05
BG	5	9	14	1	3	4	28.57
CH	3	27	30		8	8	26.67
CY	2	3	5	1	1	2	40.00
CZ	2	12	14		3	3	21.43
DE	16	62	78	9	15	24	30.77
DK		8	8		2	2	25.00
ES	44	154	198	9	41	50	25.25
FI	2	12	14	1	4	5	35.71
FR	22	138	160	6	36	42	26.25
GB	16	87	103	4	21	25	24.27
GR	63	149	212	10	15	25	11.79
HU	1	13	14				
IL	4	5	9	1	1	2	22.22
IN	31	123	154	3	6	9	5.84
IT	68	248	316	12	60	72	22.78
NL	4	12	16		4	4	25.00
NO	7	32	39	3	11	14	35.90
PK	13	121	134	1		1	0.75
PL	27	71	98	5	25	30	30.61
PT	9	34	43	2	3	5	11.63
RO	9	10	19		1	1	5.26
RS	3	3	6		1	1	16.67
SE	7	11	18	1	3	4	22.22
SI	3	3	6				
SK	7	10	17	2	2	4	23.53
TR	5	16	21	1		1	4.76
UA	7	4	11	2		2	18.18
NMS	46	148	194	7	21	28	14.43
Total	431	1,548	**1,979**	84	290	**374**	18.90

Table 45. Return on Fellow Applicants by Nationality in 2017

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	7	0.35	2.12	16.51
BE	21	1.06	2.71	39.11
BG	14	0.71	0.29	244.83
CH	30	1.52	3.84	39.58
CY	5	0.25	0.09	277.78
CZ	14	0.71	0.92	77.17
DE	78	3.94	20.04	19.66
DK	8	0.40	1.74	22.99
ES	198	10.01	7.08	141.38
FI	14	0.71	1.32	53.79
FR	160	8.08	14.04	57.55
GB	103	5.20	14.80	35.14
GR	212	10.71	1.18	907.63
HU	14	0.71	0.59	120.34
IL	9	0.45	1.46	30.82
IN	154	7.78	1.01	770.30
IT	316	15.97	10.42	153.26
NL	16	0.81	4.68	17.31
NO	39	1.97	2.84	69.37
PK	134	6.77	0.13	5,207.69
PL	98	4.95	2.77	178.70
PT	43	2.17	1.09	199.08
RO	19	0.96	0.97	98.97
RS	6	0.30	0.17	176.47
SE	18	0.91	2.68	33.96
SI	6	0.30	0.04	750.00
SK	17	0.86	0.47	182.98
TR	21	1.06	0.42	252.38
UA	11	0.56	0.09	622.22
NMS	194	9.80		
Total	1,979	100	100	

Table 46. Number of Fellows Selected by Nationality over the last 5 years

Nat.	2013	2014	2015	2016	2017	Total
AT	7	6	10	6	2	31
BE	4	7	7	5	4	27
BG	2	2	4	1	4	13
CH	3	13	9	14	8	47
CY				1	2	3
CZ	2	4	5	7	3	21
DE	24	34	37	49	24	168
DK	1	1	1		2	5
ES	35	47	44	31	50	207
FI	7	3	2	4	5	21
FR	21	39	38	56	42	196
GB	14	21	19	20	25	99
GR	16	15	22	24	25	102
HU	5	2	4	8		19
IL		2	1		2	5
IN					9	9
IT	56	53	72	78	72	331
NL		6	1	2	4	13
NO	1	7	6	6	14	34
PK				1	1	2
PL	22	15	26	33	30	126
PT	8	10	7	16	5	46
RO	1	4	4	9	1	19
RS	3		1		1	5
SE	3	1	4	4	4	16
SK	4	2	4	1	4	15
TR			1	4	1	6
UA				2	2	4
NMS	34	26	21	30	28	139
Total	273	320	350	412	374	**1,729**

Figure 18. Fellow departures over the last 5 years retained as Staff
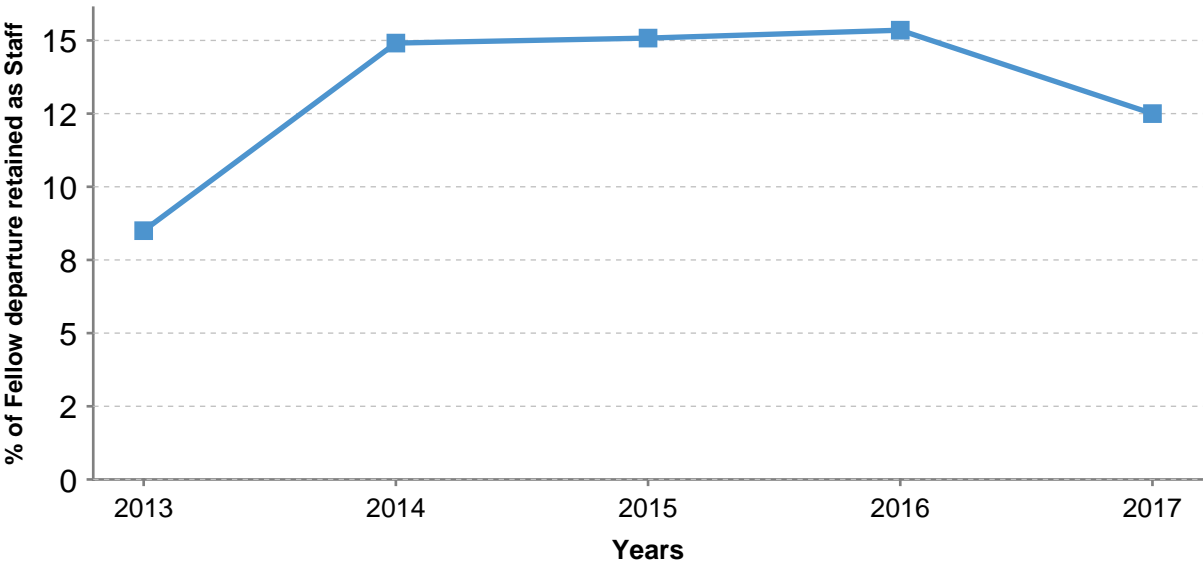
Student Recruitment

Table 47. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2017 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	7	22	29	3	13	16	55.17
BE		9	9		2	2	22.22
BG	4	10	14				
CH	9	19	28	5	7	12	42.86
CY		3	3				
CZ	1	9	10		2	2	20.00
DE	15	112	127	6	50	56	44.09
DK	1	14	15		1	1	6.67
ES	11	62	73	3	18	21	28.77
FI	4	10	14	2	3	5	35.71
FR	13	53	66	3	7	10	15.15
GB	26	71	97	5	16	21	21.65
GR	55	132	187	16	27	43	22.99
HU		5	5		1	1	20.00
IN	21	72	93	2	2	4	4.30
IT	28	95	123	12	31	43	34.96
NL	4	24	28	1	4	5	17.86
NO	4	31	35		13	13	37.14
PK	23	67	90		4	4	4.44
PL	28	59	87	10	19	29	33.33
PT	5	14	19	2	4	6	31.58
RO	3	9	12	1	3	4	33.33
RS	4	3	7	2	2	4	57.14
SE	6	18	24	1	5	6	25.00
SI	1	1	2	1		1	50.00
SK	1	10	11		3	3	27.27
TR	10	22	32	1	2	3	9.38
UA	2	4	6	1	2	3	50.00
NMS		2	2				
Total	286	962	**1,248**	77	241	**318**	25.48

Table 48. Number of Students Selected (TECH, DOCT) by Nationality over the last 5 years

Nat.	2013	2014	2015	2016	2017	Total
AT	7	10	15	15	15	62
BE	3	3	7		1	14
BG	3	3	1	2		9
CH	3	5	5	6	2	21
CY				1		1
CZ	1	6	3	2	2	14
DE	23	53	35	42	47	200
DK	2	3		1	1	7
ES	14	34	26	27	23	124
FI	1	10	5	9	4	29
FR	7	21	12	19	14	73
GB	16	26	11	6	14	73
GR	37	41	44	36	44	202
HU	6	9	11	3	2	31
IN					7	7
IT	33	59	48	44	45	229
NL	2	7	6	5	6	26
NO	11	12	8	19	14	64
PK				5	5	10
PL	28	53	30	42	32	185
PT	3	7	3	2	5	20
RO	2	5	3	6	6	22
RS	1	2	1	2	4	10
SE	2	8	7	13	6	36
SI					1	1
SK	4	2	4	2	4	16
TR			2	1	4	7
UA				2	4	6
NMS	6	10	6	6	6	34
Total	215	389	293	318	318	**1,533**

Including students selected to replace those who refused a CERN studentship

Table 49. Candidates Applied and Selected for the Summer Student Programme during 2017 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	12	12	24	2	1	3	12.50
BE	2	17	19	2	2	4	21.05
BG	5	9	14	1	1	2	14.29
CH	11	15	26	1	5	6	23.08
CY	2	4	6	2	2	4	66.67
CZ	11	19	30	1	1	2	6.67
DE	17	63	80	3	22	25	31.25
DK	1	11	12	1	6	7	58.33
ES	27	98	125	2	8	10	8.00
FI	2	15	17		4	4	23.53
FR	18	69	87	6	11	17	19.54
GB	66	197	263	4	16	20	7.60
GR	51	100	151	1	5	6	3.97
HU	2	13	15		2	2	13.33
IL	2	6	8		3	3	37.50
IN	112	370	482	7	7	14	2.90
IT	24	88	112	3	9	12	10.71
NL	3	20	23	1	8	9	39.13
NO	4	13	17	2	2	4	23.53
PK	64	243	307		4	4	1.30
PL	20	41	61	1	4	5	8.20
PT	9	16	25	2	1	3	12.00
RO	5	6	11	1	2	3	27.27
RS	8	4	12	2	1	3	25.00
SE	8	36	44	2	4	6	13.64
SI		4	4		1	1	25.00
SK	3	7	10	1	2	3	30.00
TR	20	49	69	2	2	4	5.80
UA	7	17	24	1	1	2	8.33
NMS	282	660	942	56	98	154	16.35
Total	798	2,222	3,020	107	235	342	11.32

Including students selected to replace those who refused a CERN studentship

Table 50. Candidates Applied and Selected for the Administrative Student Programme during 2017 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	1	2	3				
BE		1	1				
BG	1		1				
CH	16	7	23	7	2	9	39.13
CY	2		2				
CZ	1		1				
DE	3	3	6		1	1	16.67
DK	2	1	3	1		1	33.33
ES	6	1	7	2		2	28.57
FI	6	3	9	3	1	4	44.44
FR	20	6	26	2		2	7.69
GB	10	2	12	1		1	8.33
GR	51	32	83	6	1	7	8.43
HU	3	1	4		1	1	25.00
IN	1	3	4				
IT	7	10	17		1	1	5.88
NL	3	4	7				
NO	2	3	5	1		1	20.00
PK	2	5	7				
PL	10		10	4		4	40.00
PT		2	2				
SE	1	2	3	1	1	2	66.67
TR	2	3	5				
Total	150	91	241	28	8	36	14.94

Annex

Definitions

Departments/Units/Sectors

Code	Description
ATS	Accelerators and Technology Sector
BE	Beams Department
DG	Director-General Unit
EN	Engineering Department
EP	Experimental Physics Department
FAP	Finance and Administrative Processes Department
FHR	Financial and Human Resources Sector
HR	Human Resources Department
HSE	Occupational Health, Safety and Environmental Protection Unit
IPT	Industry, Procurement and Knowledge Transfer Department
IR	International Relations Sector
IT	Information Technology Department
PF	Pension Fund Administration Unit
RCS	Research and Computing Sector
SMB	Site Management and Buildings Department
TE	Technology Department
TH	Theoretical Physics Department

Professional Categories

Code	Description
1	Scientific Work (Experimental & Theoretical Physics)
2	Scientific & Engineering Work
3	Technical work
4	Manual work, Crafts & Trades
5a	Administrative work
5b	Office & Administrative work
5c	Office work

CERN Status

Code	Description
ADMI	Administrative Student
APPR	Apprentice
CASS	Corresponding Associate
COAS	Cooperation Associate
DOCT	Doctoral Student
FELL	Fellow
GPRO	Guest Professor
PJAS	Project Associate
SASS	Scientific Associate
STAF	Staff Member
SUMM	Summer Student
TECH	Technical Student
TRNE	Trainee
USER	User
VISC	Visiting Scientist

Types of Contract

Code	Description
LD	Limited Duration Contract
IC	Indefinite Contract

Grouping of the Personnel

Benchmark jobs list

Benchmark job	Grade span (solid = grade(s); hatched = extension)
Accelerator/Industrial Process Operations Technician	Grade 3–4 (hatch Grade 5)
Accelerator/Industrial Process Operations Technical Engineer	Grade 4–5 (hatch)
Civil Engineering Technician	Grade 3–4 (hatch Grade 5)
Civil Engineer	Grade 6 (hatch Grade 7)
Principal Civil Engineer	Grade 9 (hatch Grade 10)
Civil Engineering Technical Engineer	Grade 4–5 (hatch)
Computing Technician	Grade 3–4 (hatch Grade 5)
Computing Engineer	Grade 6 (hatch Grade 7)
Principal Computing Engineer	Grade 9 (hatch Grade 10)
Computing Technical Engineer	Grade 4–5 (hatch)
Electrical Technician	Grade 3–4 (hatch Grade 5)
Electrical Engineer	Grade 6 (hatch Grade 7)
Principal Electrical Engineer	Grade 9 (hatch Grade 10)
Electrical Technical Engineer	Grade 4–5 (hatch)
Electronics Craftsperson	Grade 1–2 (hatch Grade 3)
Electronics Technical Engineer	Grade 4–5 (hatch)
Electronics Technician	Grade 3–4 (hatch Grade 5)
Electronics Engineer	Grade 6 (hatch Grade 7)
Principal Electronics Engineer	Grade 9 (hatch Grade 10)
Electromechanical Technician	Grade 3–4 (hatch Grade 5)
Electromechanical Engineer	Grade 6 (hatch Grade 7)
Principal Electromechanical Engineer	Grade 9 (hatch Grade 10)
Electromechanical Technical Engineer	Grade 4–5 (hatch)
Health, Safety and Environment Technician	Grade 3–4 (hatch Grade 5)
Health, Safety and Environment Engineer	Grade 6 (hatch Grade 7)
Principal Health, Safety and Environment Engineer	Grade 9 (hatch Grade 10)
Health, Safety and Environment Technical Engineer	Grade 4–5 (hatch)
Mechanical Craftsperson	Grade 1–2 (hatch Grade 3)
Mechanical Technical Engineer	Grade 4–5 (hatch)
Material Science/Chemical Technician	Grade 3–4 (hatch Grade 5)
Material Science/Chemical Engineer/Chemist	Grade 6 (hatch Grade 7)
Principal Material Science/Chemical Engineer/Chemist	Grade 9 (hatch Grade 10)
Material Science/Chemical Technical Engineer	Grade 4–5 (hatch)
Mechanical Technician	Grade 3–4 (hatch Grade 5)
Mechanical Engineer	Grade 6 (hatch Grade 7)
Principal Mechanical Engineer	Grade 9 (hatch Grade 10)
Radiation Protection Technician	Grade 3–4 (hatch Grade 5)
Radiation Protection Physicist	Grade 6 (hatch Grade 7)
Principal Radiation Protection Physicist	Grade 9 (hatch Grade 10)
Radiation Protection Technical Engineer	Grade 4–5 (hatch)
Applied Physicist	Grade 6 (hatch Grade 7)
Principal Applied Physicist	Grade 9 (hatch Grade 10)
Research Physicist	Grade 6 (hatch Grade 7)
Principal Research Physicist	Grade 9 (hatch Grade 10)
Theoretical Physicist	Grade 6 (hatch Grade 7)
Principal Theoretical Physicist	Grade 9 (hatch Grade 10)
Firefighter	Grade 2–3 (hatch Grade 4)
Commanding Fire Officer	Grade 6 (hatch Grade 7)
Fire Officer	Grade 4–5 (hatch)
Nurse (Occupational Health)	Grade 4–5 (hatch)
Physician (Occupational Health)	Grade 6 (hatch Grade 7)
Principal Physician (Occupational Health)	Grade 9 (hatch Grade 10)
Site Security Professional	Grade 6 (hatch Grade 7)
Administrative Clerk	Grade 1–2 (hatch Grade 3)
Process/Services Assistant	Grade 3–4 (hatch Grade 5)
Personal/Team Assistant	Grade 3–4 (hatch Grade 5)
Executive Personal Assistant	Grade 4–5 (hatch)
Business Process Support Officer	Grade 4–5 (hatch)
Business Process Analyst	Grade 6 (hatch Grade 7)
Principal Business Process Analyst	Grade 9 (hatch Grade 10)
Communication/Public Relations Support Officer	Grade 4–5 (hatch)
Communication/Public Relations professional	Grade 6 (hatch Grade 7)
Principal Communication/Public Relations Professional	Grade 9 (hatch Grade 10)
Financial Support Officer	Grade 4–5 (hatch)
Financial Professional	Grade 6 (hatch Grade 7)
Principal Financial Professional	Grade 9 (hatch Grade 10)
Human Resources Support Officer	Grade 4–5 (hatch)
Human Resources Professional	Grade 6 (hatch Grade 7)
Principal Human Resources Professional	Grade 9 (hatch Grade 10)
Internal Auditor	Grade 6 (hatch Grade 7)
Principal Internal Auditor	Grade 9 (hatch Grade 10)
Knowledge Transfer Professional	Grade 6 (hatch Grade 7)
Principal Knowledge Transfer Professional	Grade 9 (hatch Grade 10)
Legal Adviser	Grade 6 (hatch Grade 7)
Principal Legal Adviser	Grade 9 (hatch Grade 10)
Logistics Support Officer	Grade 4–5 (hatch)
Logistics Professional	Grade 6 (hatch Grade 7)
Principal Logistics Professional	Grade 9 (hatch Grade 10)
Procurement Support Officer	Grade 4–5 (hatch)
Procurement Professional	Grade 6 (hatch Grade 7)
Principal Procurement Professional	Grade 9 (hatch Grade 10)
Scientific Information Support Officer	Grade 4–5 (hatch)
Scientific Information Professional	Grade 6 (hatch Grade 7)
Principal Scientific Information Professional	Grade 9 (hatch Grade 10)
Translator	Grade 6 (hatch Grade 7)
Principal Translator	Grade 9 (hatch Grade 10)

Project Leader
Section Leader
Group Leader
Department Head
Director

Benchmark Jobs

Benchmark Job Cluster	Description	Professional Category
1-2-(3)		
	Mechanical Craftsperson	4
	Electronics Craftsperson	4
	Craftsman	4
	Administrative Clerk	5c
2-3-(4)		
	Firefighter	4
3-4-(5)		
	Mechanical Technician	3
	Electrical Technician	3
	Material Science/Chemical Technician	3
	Electronics Technician	3
	Health, Safety and Environment Technician	3
	Technician	3
	Accelerator/Industrial Process Operations Technician	3
	Radiation Protection Technician	3
	Computing Technician	3
	Electromechanical Technician	3
	Civil Engineering Technician	3
	Personal/Team Assistant	5b
	Process/Services Assistant	5b
4-5-(6)		
	Computing Technical Engineer	3
	Health, Safety and Environment Technical Engineer	3
	Fire Officer	3
	Material Science/Chemical Technical Engineer	3
	Electromechanical Technical Engineer	3
	Electronics Technical Engineer	3
	Electrical Technical Engineer	3
	Technical Engineer	3
	Accelerator/Industrial Process Operations Technical Engineer	3
	Nurse (Occupational Health)	3
	Mechanical Technical Engineer	3
	Civil Engineering Technical Engineer	3
	Radiation Protection Technical Engineer	3
	Procurement Support Officer	5b
	Executive Personal Assistant	5b
	Human Resources Support Officer	5b
	Logistics Support Officer	5b
	Financial Support Officer	5b
	Support Officer	5b

Benchmark Job Cluster	Description	Professional Category
4-5-(6)		
	Communications/Public Relations/External Relations Support Officer	5b
	Scientific Information Support Officer	5b
	Business Process Support Officer	5b
6-7-(8)		
	Theoretical Physicist	1
	Research Physicist	1
	Physicist	1
	Applied Physicist	2
	Commanding Fire Officer	2
	Material Science/Chemical Engineer/Chemist	2
	Site Security Professional	2
	Physician (Occupational Health)	2
	Computing Engineer	2
	Electronics Engineer	2
	Civil Engineer	2
	Engineer	2
	Electrical Engineer	2
	Electromechanical Engineer	2
	Radiation Protection Physicist	2
	Mechanical Engineer	2
	Health, Safety and Environment Engineer	2
	Logistics Professional	5a
	Knowledge Transfer Professional	5a
	Administrator	5a
	Scientific Information Professional	5a
	Legal Adviser	5a
	Human Resources Professional	5a
	Internal Auditor	5a
	Translator	5a
	Business Process Analyst	5a
	Communications/Public Relations /External Relations Professional	5a
	Procurement Professional	5a
	Financial Professional	5a
9-(10)		
	Principal Theoretical Physicist	1
	Principal Research Physicist	1
	Principal Electromechanical Engineer	2
	Principal Radiation Protection Physicist	2
	Principal Physician (Occupational Health)	2
	Principal Civil Engineer	2
	Engineer Principal	2
	Principal Material Science/Chemical Engineer/Principal Chemist	2
	Principal Electrical Engineer	2

Benchmark Job Cluster	Description	Professional Category
9-(10)		
	Principal Electronics Engineer	2
	Principal Health, Safety and Environment Engineer	2
	Principal Computing Engineer	2
	Principal Applied Physicist	2
	Principal Mechanical Engineer	2
	Principal Business Process Analyst	5a
	Principal Logistics Professional	5a
	Principal Internal Auditor	5a
	Administrator Principal	5a
	Principal Translator	5a
	Principal Procurement Professional	5a
	Principal Human Resources Professional	5a
	Principal Knowledge Transfer Professional	5a
	Principal Communications/Public Relations/External Relations Professional	5a
	Principal Scientific Information Professional	5a
	Principal Financial Professional	5a
	Principal Legal Adviser	5a

Nationalities

Code	Description
AF	AFGHANISTAN
AL	ALBANIA
AM	ARMENIA
AR	ARGENTINA
AT	AUSTRIA
AU	AUSTRALIA
AZ	AZERBAIJAN
BA	BOSNIA
BD	BANGLADESH
BE	BELGIUM
BG	BULGARIA
BI	BURUNDI
BJ	BENIN
BO	BOLIVIA
BR	BRAZIL
BY	BELARUS
CA	CANADA
CH	SWITZERLAND
CL	CHILE
CM	UN.-REP. OF CAMEROON
CN	CHINA
CO	COLOMBIA
CR	COSTA RICA
CU	CUBA
CY	CYPRUS
CZ	CZECH REPUBLIC
DE	GERMANY
DK	DENMARK
DZ	ALGERIA
EC	ECUADOR
EE	ESTONIA
EG	EGYPT
ES	SPAIN
FI	FINLAND
FR	FRANCE
GB	UNITED KINGDOM
GE	GEORGIA
GH	GHANA
GR	GREECE
HK	HONG-KONG
HR	CROATIA
HU	HUNGARY

Nationalities

Code	Description
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JO	JORDAN
JP	JAPAN
KE	KENYA
KG	KYRGYZSTAN
KN	SAINT KITTS AND NEVIS
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA
KZ	KAZAKHSTAN
LB	LEBANON
LK	SRI LANKA
LT	LITHUANIA
LU	LUXEMBURG
LV	LATVIA
MA	MOROCCO
MD	MOLDOVA
ME	MONTENEGRO
MG	MADAGASCAR
MK	T.F.Y.R. OF MACEDONIA
MM	MYANAMAR
MN	MONGOLIA
MT	MALTA
MU	MAURITIUS
MX	MEXICO
MY	MALAYSIA
NG	NIGERIA
NL	NETHERLANDS
NO	NORWAY
NP	NEPAL
NZ	NEW ZEALAND
OM	OMAN
PE	PERU
PH	PHILIPPINES
PK	PAKISTAN
PL	POLAND

Nationalities

Code	Description
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL
PY	PARAGUAY
RO	ROMANIA
RS	SERBIA
RU	RUSSIA
SA	SAUDI ARABIA
SD	SUDAN
SE	SWEDEN
SG	SINGAPORE
SI	SLOVENIA
SK	SLOVAKIA
SM	SAN MARINO
SN	SENEGAL
SV	EL SALVADOR
SY	SYRIAN ARAB REPUBLIC
SZ	SWAZILAND
TH	THAILAND
TN	TUNISIA
TR	TURKEY
TW	TAIWAN
UA	UKRAINE
US	UNITED STATES OF AMERICA
UY	URUGUAY
UZ	UZBEKISTAN
VE	VENEZUELA
VN	VIETNAM
ZA	SOUTH AFRICA
ZM	ZAMBIA
ZW	ZIMBABWE