



**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**

### **2012**

Human Resources Department  
April 2013

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## Definitions

### Departments / Units

#### Code Department

BE	Beams
DG	Director-General
EN	Engineering
FP	Finance and Procurement
GS	General Infrastructure Services
HR	Human Resources
IT	Information Technology
PF	Pension Fund
PH	Physics
TE	Technology

### Professional Categories

#### Code Category

1	Scientific Work (Experimental and Theoretical Physics)
2	Scientific and Engineering Work (other than Experimental and Theoretical Physics)
3	Technical Work
4	Manual Work, Crafts and Trades
5a	Administrative Work (Professional Level)
5b	Office and Administrative Work
5c	Office Work

### Types of Contract

LD	Limited Duration Contract
FT	Fixed-Term Contract
IC	Indefinite Contract

### Grouping of Associated Members of the Personnel

**Associates** includes Scientific Associates as well as Project Associates, Unpaid Associates with Subsistence Allowance, Corresponding Associates

### NOTES

Please note that 2512 Staff in 'headcount' equates to 2423.2 FTEs for 2012. 2354.4 FTEs were charged to CERN accounts and 68.8 FTEs to team accounts. The Paid but Not Available personnel accounts for 28 FTEs, which means a total of 2326.4 active FTEs on CERN accounts.

All figures refer to a headcount as at 31.12.2012 unless specified otherwise.

## Nationalities

Member States include Candidate Member States and Pre-stage Associate

NMS Non-member states

According to the international ISO codes

AF	AFGHANISTAN
AL	ALBANIA
AM	ARMENIA
AR	ARGENTINA
AT	AUSTRIA
AU	AUSTRALIA
AZ	AZERBAIJAN
BA	BOSNIA
BD	BANGLADESH
BE	BELGIUM
BG	BULGARIA
BJ	BENIN
BO	BOLIVIA
BR	BRAZIL
BY	BELARUS
CA	CANADA
CH	SWITZERLAND
CL	CHILE
CM	UN.-REP. OF CAMEROON
CN	CHINA
CO	COLOMBIA
CU	CUBA
CV	CAPE VERDE
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
GI	GIBRALTAR
GR	GREECE
HR	CROATIA
HU	HUNGARY
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IR	IRAN
IS	ICELAND
IT	ITALY
JO	JORDAN
JP	JAPAN
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA

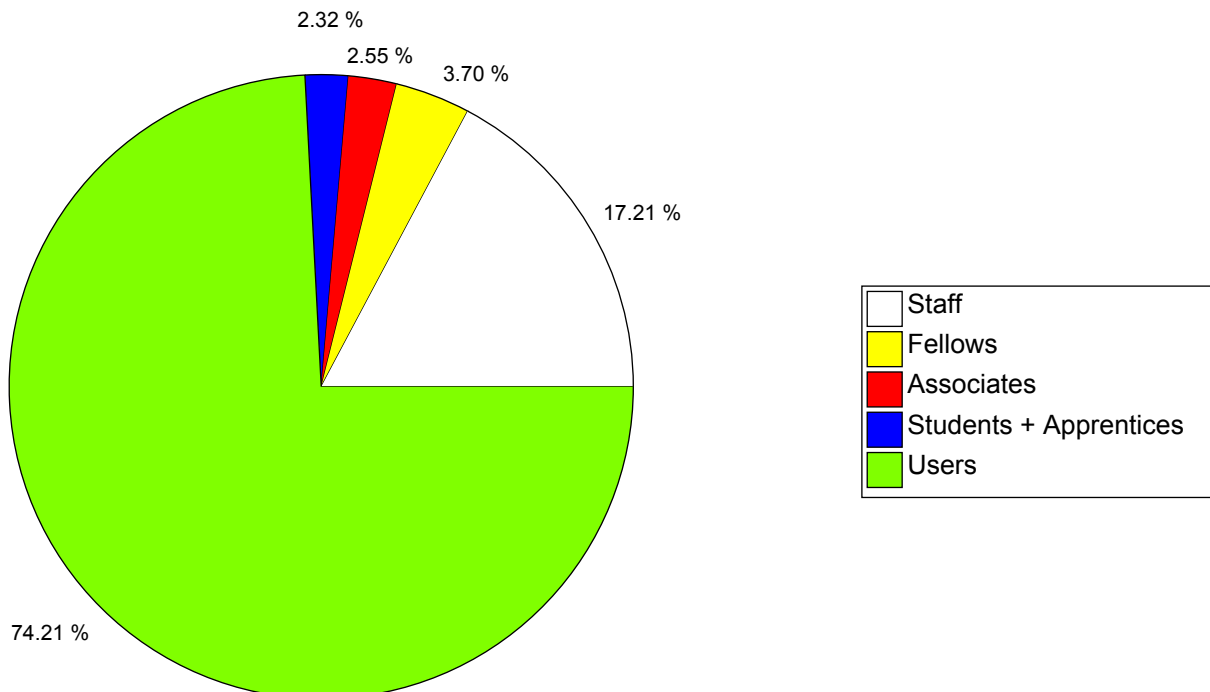
KW	KUWAIT
LB	LEBANON
LK	SRI LANKA
LT	LITHUANIA
LU	LUXEMBURG
LV	LATVIA
MA	MOROCCO
MD	MOLDOVA
ME	MONTENEGRO
MG	MADAGASCAR
MK	T.F.Y.R. OF MACEDONIA
MT	MALTA
MX	MEXICO
MY	MALAYSIA
NG	NIGERIA
NL	NETHERLANDS
NO	NORWAY
NP	NEPAL
NZ	NEW ZEALAND
PE	PERU
PK	PAKISTAN
PL	POLAND
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL
RO	ROMANIA
RS	SERBIA
RU	RUSSIA
SA	SAUDI ARABIA
SE	SWEDEN
SG	SINGAPORE
SI	SLOVENIA
SK	SLOVAKIA
SN	SENEGAL
SV	EL SALVADOR
SX	SINT MAARTEN (DUCH PART)
SY	SYRIEN ARAB REPUBLIC
TH	THAILAND
TN	TUNISIA
TR	TURKEY
TW	TAIWAN
UA	UKRAINE
US	UNITED STATES OF AMERICA
UZ	UZBEKISTAN
VE	VENEZUELA
VN	VIETNAM
ZA	SOUTH AFRICA
ZW	ZIMBABWE

**TABLE 1. Total Number of Members of the Personnel by Department, Status and Funding - 31.12.2012**

	Staff	Fellows	Associates MS	Associates NMS	Students	Apprent.	Total CERN	Users MS	Users NMS	Grand Total
BE	387	81	57	14	72		611	103	64	778
DG	101	9	4	2	1		117	13	9	139
DGS	86	19	7	2	11		125	7	1	133
EN	372	80	34	5	41		532	45	5	582
FP	75	3	3		5		86	16		102
GS	246	21	12	3	14		296	1	2	299
HR	73	3	2		2	24	104			104
IT	225	59	15		27		326	49	32	407
PF	18				1		19			19
PH	492	206	139	42	96		975	6646	3771	11392
TE	437	59	29	2	45		572	39	26	637
<b>Total</b>	<b>2512</b>	<b>540</b>	<b>302</b>	<b>70</b>	<b>315</b>	<b>24</b>	<b>3763</b>	<b>6919</b>	<b>3910</b>	<b>14592</b>

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

**Figure 1: Members of the Personnel - 31.12.2012**



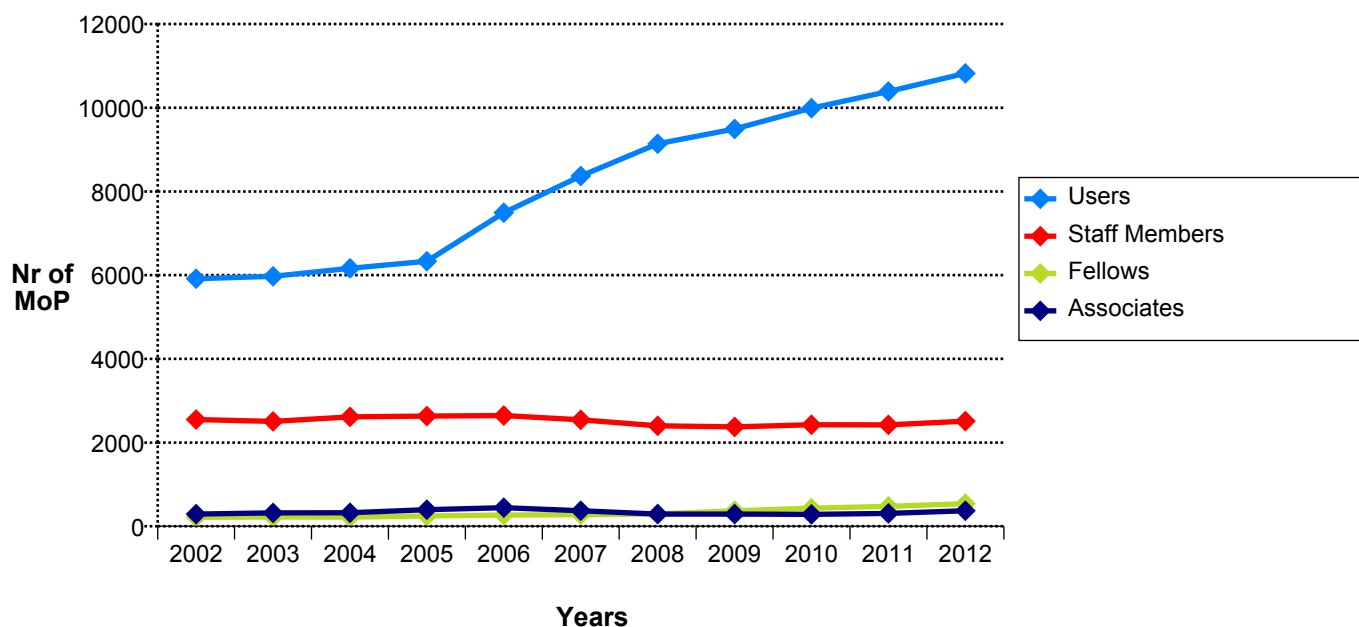
**TABLE 2. Evolution in the number of Staff Members, Fellows and Associates over the last 5 years (Students and Apprentices excluded)**

	Staff Members		Fellows		Assoc.		CERN Total		Users		Grand Total	
31.12.2008	2 400	- 144	294	18	290	- 81	<b>2 984</b>	- 207	9 140	771	<b>12 124</b>	564
31.12.2009	2 377	- 23	371	77	291	1	<b>3 039</b>	55	9 495	355	<b>12 534</b>	410
31.12.2010	2 427	49	431	60	284	- 7	<b>3 142</b>	102	9 992	497	<b>13 134</b>	599
31.12.2011	2 424	- 3	477	46	306	22	<b>3 207</b>	65	10 388	396	<b>13 595</b>	461
31.12.2012	2 512	88	540	63	372	66	<b>3 424</b>	217	10 823	435	<b>14 247</b>	652

**TABLE 3. Number of Fellows by Category - 31.12.2012**

Category	Nr of Fellows	%
CERN	329	60.9
EC	120	22.2
GET	91	16.9
<b>Total</b>	<b>540</b>	<b>100</b>

**Figure 2. Evolution in the number of Staff Members, Fellows and Associates over the last 10 years (Students and Apprentices excluded)**



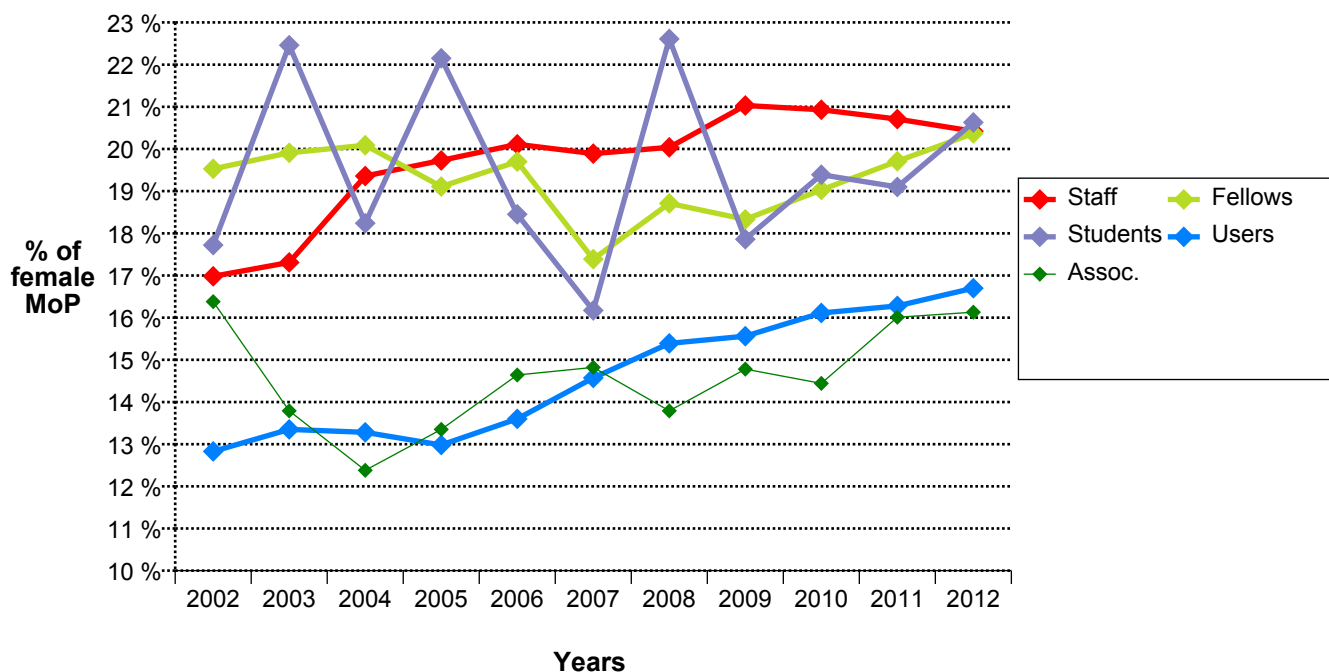
**TABLE 4. Total Number of Female Members of the Personnel by Department and Status - 31.12.2012**

	Staff	Fellows	Associates MS	Associates NMS	Students	Apprent.	Users MS	Users NMS	Total CERN	Grand Total
BE	54	18	4	4	15		12	6	95	113
DG	62	7	1	1	1		7	4	72	83
DGS	25	10	3	1	2		3		41	44
EN	33	18	6	1	7		8	1	65	74
FP	51	1	1				4		53	57
GS	55	7	3		1		1		66	67
HR	58	3	2		2	7			72	72
IT	37	6	2		4		8	5	49	62
PF	10								10	10
PH	86	25	23	4	24		1147	593	162	1902
TE	42	15	4		9		6	2	70	78
<b>Total</b>	<b>513</b>	<b>110</b>	<b>49</b>	<b>11</b>	<b>65</b>	<b>7</b>	<b>1196</b>	<b>611</b>	<b>755</b>	<b>2562</b>

	Staff	Fellows	Students	Apprent.	Users	Assoc.	Total CERN Paid	Grand Total
%	20.42	20.37	20.63	29.17	16.69	16.13	20.06	17.56

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

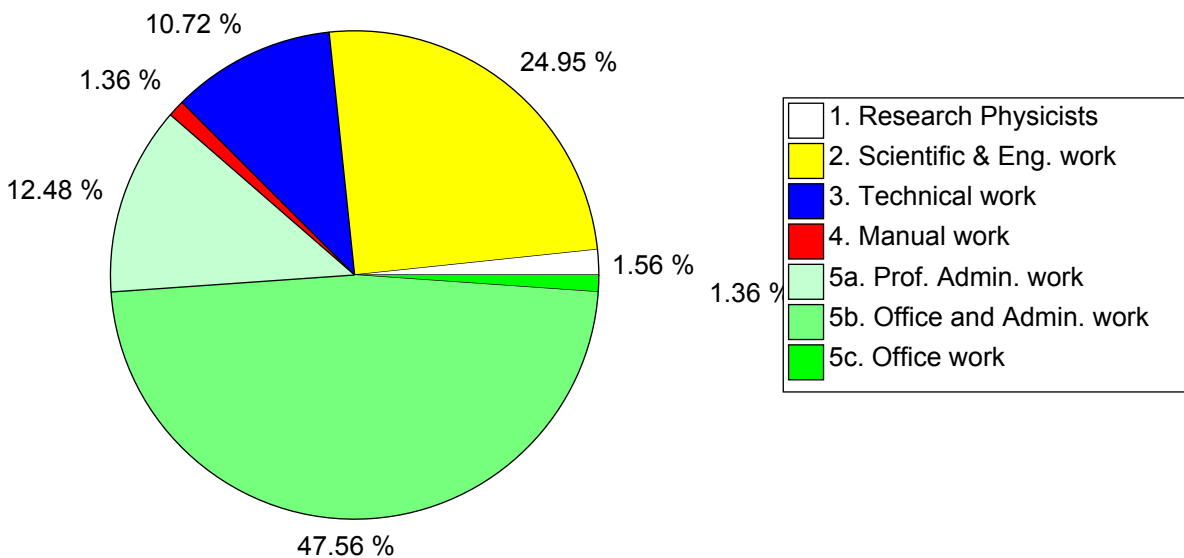




**TABLE 5. Staff Members, Fellows and Associates by Professional Category, at End 2012 and 2011**

	2012						2011					
	Staff		Fellows & Associates		Total		Staff		Fellows & Associates		Total	
	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%
1. Research Physicists	79	3.14	260	28.51	339	9.90	77	3.18	256	32.69	333	10.38
2. Scientific & Eng. work	1021	40.64	605	66.34	1626	47.49	969	39.98	494	63.09	1463	45.62
3. Technical work	883	35.15	27	2.96	910	26.58	848	34.98	17	2.17	865	26.97
4. Manual work	132	5.25			132	3.86	142	5.86			142	4.43
5a. Prof. Admin. work	124	4.94	18	1.97	142	4.15	120	4.95	15	1.92	135	4.21
5b. Office and Admin. work	260	10.35	2	0.22	262	7.65	253	10.44	1	0.13	254	7.92
5c. Office work	13	0.52			13	0.38	15	0.62			15	0.47
<b>Total</b>	<b>2512</b>	<b>100</b>	<b>912</b>	<b>100</b>	<b>3424</b>	<b>100</b>	<b>2424</b>	<b>100</b>	<b>783</b>	<b>100</b>	<b>3207</b>	<b>100</b>

**Figure 5a. Female Staff Members by Professional Category - 31.12.2012**



**TABLE 6A. Staff Members by Gender and Professional Category - 31.12.2012**

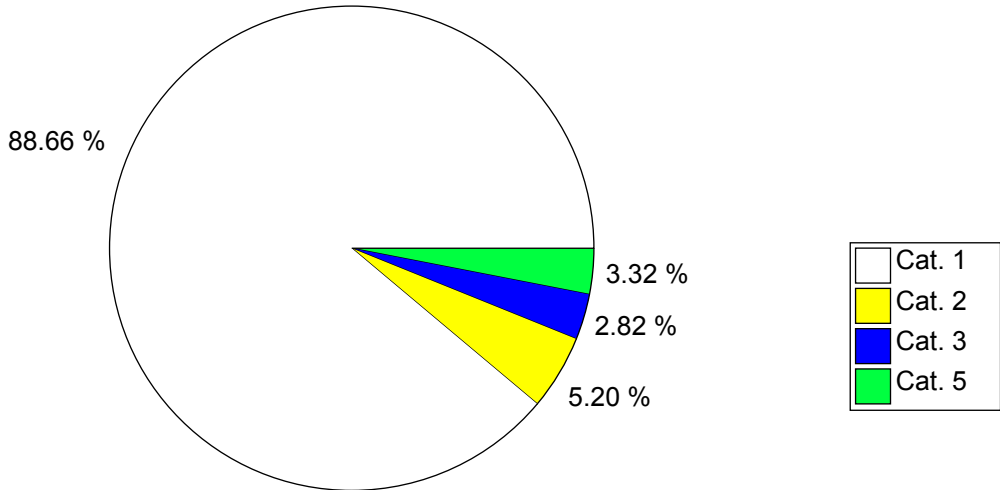
	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
<b>Men</b>	71	89.87	893	87.46	828	93.77	125	94.70	60	48.39	16	6.15	6	46.15	<b>1999</b>	79.58
<b>Women</b>	8	10.13	128	12.54	55	6.23	7	5.30	64	51.61	244	93.85	7	53.85	<b>513</b>	20.42
<b>Total</b>	<b>79</b>	<b>100</b>	<b>1021</b>	<b>100</b>	<b>883</b>	<b>100</b>	<b>132</b>	<b>100</b>	<b>124</b>	<b>100</b>	<b>260</b>	<b>100</b>	<b>13</b>	<b>100</b>	<b>2512</b>	<b>100</b>

**TABLE 6B. Users by Gender and Professional Category - 31.12.2012**

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
<b>Men</b>	7615	82.62	866	90.21	508	90.88	4	100.00	29	32.95					<b>9022</b>	83.31
<b>Women</b>	1602	17.38	94	9.79	51	9.12			59	67.05	1	100.00			<b>1807</b>	16.69
<b>Total</b>	<b>9217</b>	<b>100</b>	<b>960</b>	<b>100</b>	<b>559</b>	<b>100</b>	<b>4</b>	<b>100</b>	<b>88</b>	<b>100</b>	<b>1</b>	<b>100</b>			<b>10829</b>	<b>100</b>

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
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**Figure 6b: Female Users by Professional Category - 31.12.2012**

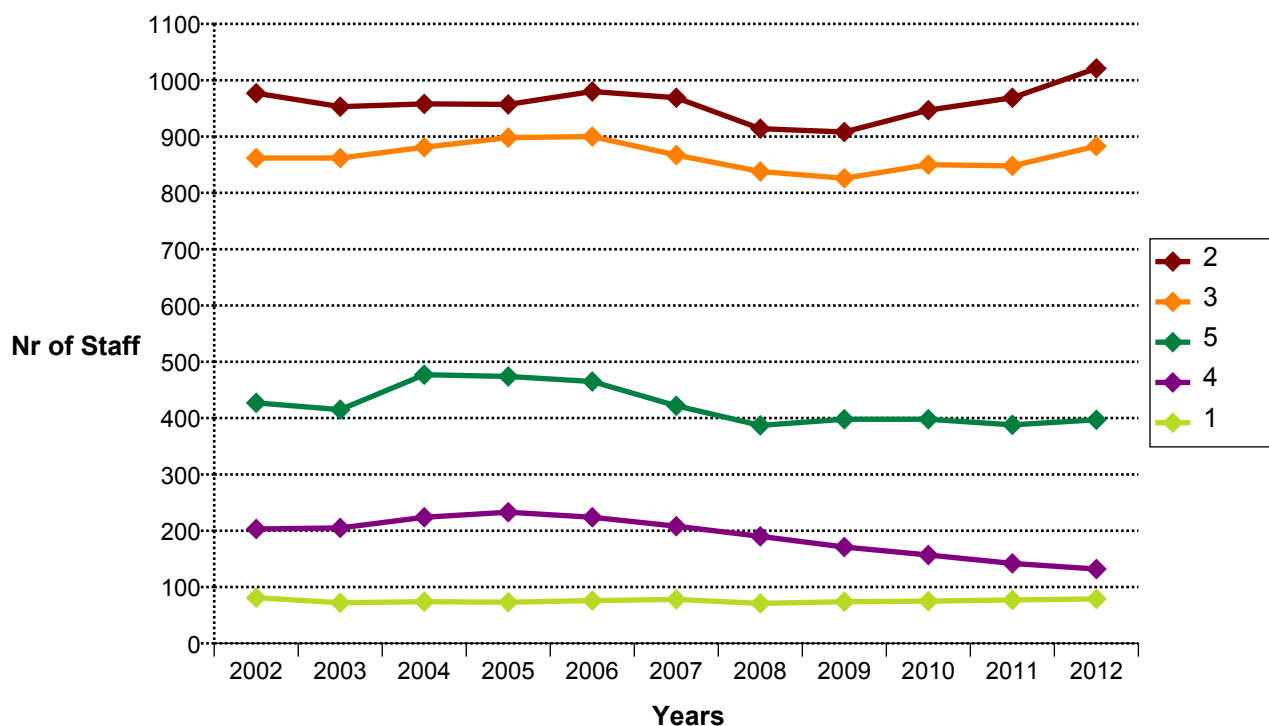


**TABLE 7. Staff Members by Professional Category over the past 10 years**

Prof. Category	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
1	81	72	74	73	76	78	71	74	75	77	79
2	977	953	958	957	980	969	914	908	947	969	1021
3	862	862	881	898	900	867	838	826	850	848	883
4	203	205	224	233	224	208	190	171	157	142	132
5A	127	128	126	122	122	111	106	109	121	120	124
5B	254	249	305	308	303	279	256	266	256	253	260
5C	46	38	46	44	40	32	25	23	21	15	13
<b>Total</b>	<b>2550</b>	<b>2507</b>	<b>2614</b>	<b>2635</b>	<b>2645</b>	<b>2544</b>	<b>2400</b>	<b>2377</b>	<b>2427</b>	<b>2424</b>	<b>2512</b>

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
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**Figure 7. Staff Members by Professional Category over the past 10 years**



**TABLE 8A. Users by Nationality and Professional Category - 31.12.2012**

**Professional Category**

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	Total
AT	97	18	9		7		131
BE	96	6	8		1		111
BG	68	9	7		2		86
CH	149	25	27	2	5		208
CZ	166	23	7	1	1		198
DE	1143	53	43		8	1	1248
DK	57	3	4				64
ES	306	44	13				363
FI	79	3	2		9		93
FR	532	165	78	1	12		788
GB	593	47	26		8		674
GR	162	8	2				172
HU	59	14	2				75
IL	50	4	5		1		60
IT	1434	110	175		7		1726
NL	105	21	19		1		146
NO	55	12	2				69
PL	225	33	12		1		271
PT	99	6	3				108
RO	110	8			2		120
RS	38	3					41
SE	70	6	2				78
SK	76	13					89
NMS	3448	326	113		23		3910
<b>Total</b>	<b>9217</b>	<b>960</b>	<b>559</b>	<b>4</b>	<b>88</b>	<b>1</b>	<b>10829</b>
<b>%</b>	<b>85.11</b>	<b>8.87</b>	<b>5.16</b>	<b>0.04</b>	<b>0.81</b>	<b>0.01</b>	<b>100</b>

**TABLE 8B. Non-Member State Users by Nationality and Professional Category - 31.12.2012**

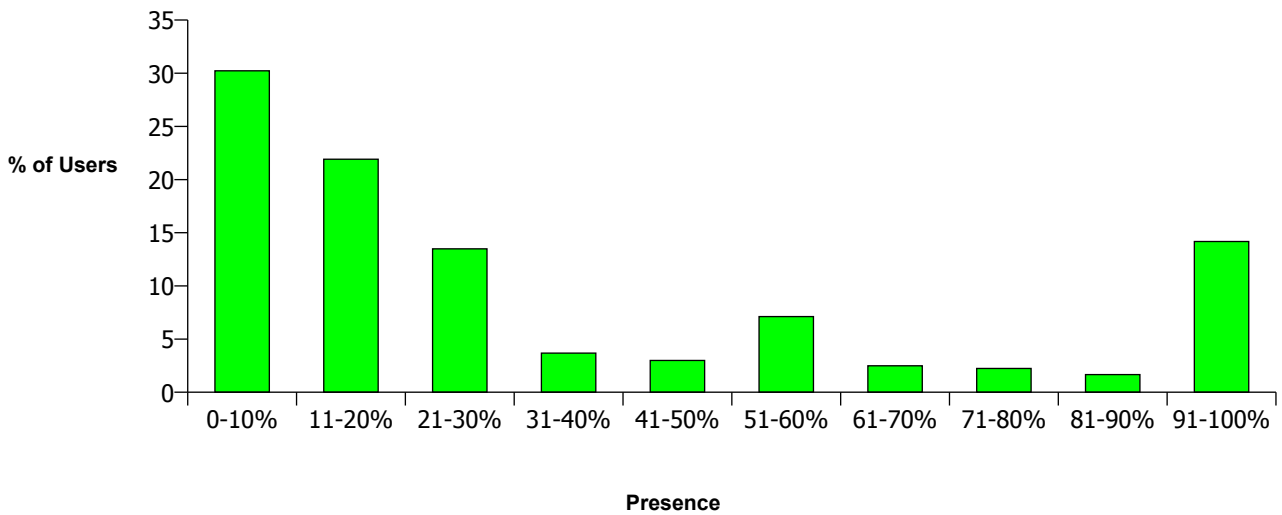
Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
AF	1				1
AL	3				3
AM	21	1	1		23
AR	12	3			15
AU	21	2		1	24
AZ	7				7
BA	1	1			2
BD	5		1		6
BJ	1				1
BO	2				2
BR	82	14	2		98
BY	36	5			41
CA	133	5	1		139
CL	9				9
CM	1				1
CN	234	18	9	1	262
CO	30	3	1		34
CU	6				6
CV	1				1
CY	13				13
DZ	10				10
EC	3				3
EE	15				15
EG	11	1			12
GE	30	3	1		34
GI	1				1
HR	15				15
ID	1				1
IE	19	1		1	21
IN	209	9	4	1	223
IR	30			1	31
IS	3				3
JO	1	1			2
JP	250	5		1	256
KP	1				1
KR	110	4	1	1	116
KW	1				1
LB	11				11
LK	7				7
LT	15	3		1	19
LU	4				4
LV	1				1
MA	15	1			16
MD	1				1
ME	3				3
MG	1				1
MK	1		1		2

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
MT	1	1			2
MX	57	1	1		59
MY	8				8
NG	1				1
NP	3				3
NZ	8				8
PE	6				6
PK	28	9	3		40
PS	4				4
RU	770	147	66	7	990
SA	3				3
SG	1				1
SI	24	11			35
SN	1				1
SV	1				1
SX	3				3
SY	1	1			2
TH	8				8
TN	5	1	1		7
TR	122	3		1	126
TW	35	7	3	1	46
UA	52	3			55
US	880	61	17	6	964
UZ	2				2
VE	10				10
VN	11				11
ZA	13	1			14
ZW	2				2
<b>Total</b>	<b>3448</b>	<b>326</b>	<b>113</b>	<b>23</b>	<b>3910</b>
<b>%</b>	<b>88.18</b>	<b>8.34</b>	<b>2.89</b>	<b>0.59</b>	<b>100</b>

**TABLE 9. Users by professional category and yearly presence in % at CERN - 31.12.2012**

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	Total
0-10%	2765	319	170		19		3273
11-20%	2038	190	130	2	13		2373
21-30%	1249	105	96	2	9		1461
31-40%	356	26	13		4		399
41-50%	285	21	15		3		324
51-60%	664	71	30		6		771
61-70%	222	31	16		1		270
71-80%	212	17	13		1		243
81-90%	167	9	4				180
91-100%	1259	171	72		32	1	1535
<b>Total</b>	<b>9217</b>	<b>960</b>	<b>559</b>	<b>4</b>	<b>88</b>	<b>1</b>	<b>10829</b>
<b>%</b>	<b>85.11</b>	<b>8.87</b>	<b>5.16</b>	<b>0.04</b>	<b>0.81</b>	<b>0.01</b>	<b>100</b>

**Figure 9: Users by professional category and yearly presence in % at CERN - 31.12.2012**

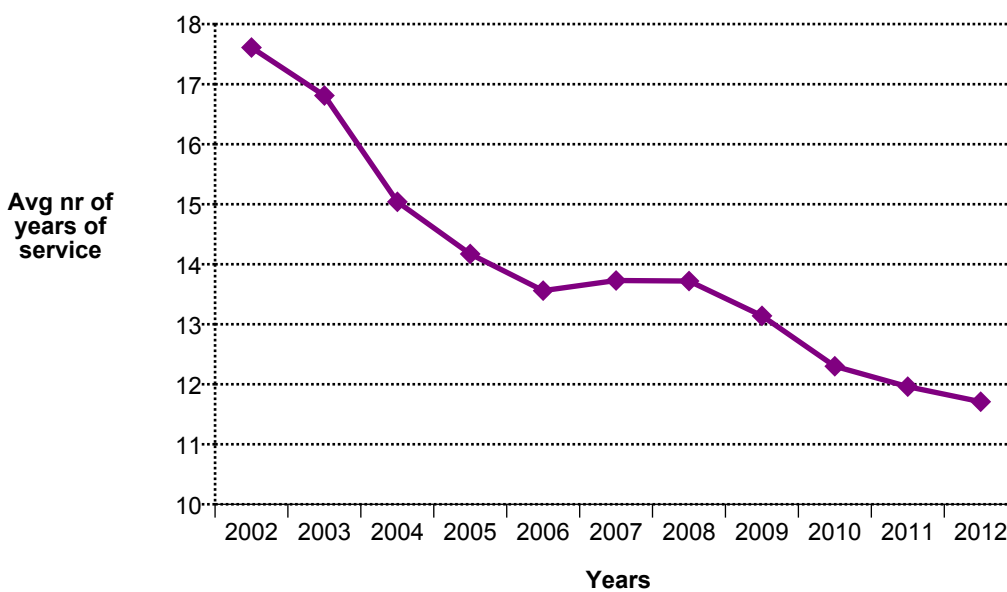


**TABLE 10. Staff Members by Type of Contract and Years of Service - 31.12.2012**

	Limited Duration Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>= 35			47	11	47	11	58	2.31
30-34			113	12	113	12	125	4.98
25-29			169	11	169	11	180	7.17
20-24			171	7	171	7	178	7.09
15-19			253	14	253	14	267	10.63
10-14			358	27	358	27	385	15.33
5-9	3		513	20	516	20	536	21.34
0-4	746	12	25		771	12	783	31.17
<b>Total</b>	<b>749</b>	<b>12</b>	<b>1649</b>	<b>102</b>	<b>2398</b>	<b>114</b>	<b>2512</b>	<b>100</b>

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.

**Figure 10: Evolution in the Average Number of Years of Service of Staff Members over the last 10 years**





**TABLE 11A. Staff Members by Professional Category and Type of Contract - 31.12.2012**

Professional Category	Type of Contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	38	48.10	41	51.90	79	3.14
2. Scientific & Eng. work	283	27.72	738	72.28	1021	40.64
3. Technical work	280	31.71	603	68.29	883	35.15
4. Manual work	38	28.79	94	71.21	132	5.25
5a. Prof. Admin. work	38	30.65	86	69.35	124	4.94
5b. Office and Admin. work	81	31.15	179	68.85	260	10.35
5c. Office work	3	23.08	10	76.92	13	0.52
<b>Total</b>	<b>761</b>	<b>30.29</b>	<b>1751</b>	<b>69.71</b>	<b>2512</b>	<b>100</b>

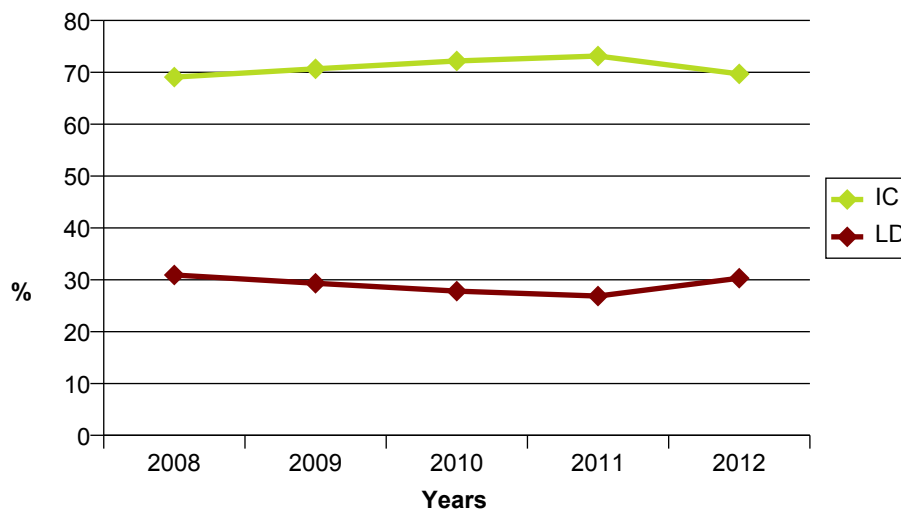
**TABLE 11B. Staff Members by Gender and Type of Contract - 31.12.2012**

Gender	Limited Duration Contract	%	Indefinite Contract	%	Total	%
	Men	601	30.07	1398		
Women	160	31.19	353	68.81	513	20.42
<b>Total</b>	<b>761</b>	<b>30.29</b>	<b>1751</b>	<b>69.71</b>	<b>2512</b>	<b>100</b>

**Table 12. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years**

		2008	%	2009	%	2010	%	2011	%	2012	%
1	LD	28	39.44	32	43.24	33	43.42	34	44.16	38	48.10
	IC	43	60.56	42	56.76	43	56.58	43	55.84	41	51.90
2	LD	216	23.63	205	22.58	231	24.42	235	24.25	283	27.72
	IC	698	76.37	703	77.42	715	75.58	734	75.75	738	72.28
3	LD	272	32.46	253	30.63	249	29.29	236	27.83	280	31.71
	IC	566	67.54	573	69.37	601	70.71	612	72.17	603	68.29
4	LD	81	42.63	63	36.84	48	30.57	40	28.17	38	28.79
	IC	109	57.37	108	63.16	109	69.43	102	71.83	94	71.21
5A	LD	26	24.53	29	26.61	32	26.67	33	27.50	38	30.65
	IC	80	75.47	80	73.39	88	73.33	87	72.50	86	69.35
5B	LD	110	42.97	106	39.85	78	30.12	70	27.67	81	31.15
	IC	146	57.03	160	60.15	181	69.88	183	72.33	179	68.85
5C	LD	9	36.00	9	39.13	4	21.05	3	20.00	3	23.08
	IC	16	64.00	14	60.87	15	78.95	12	80.00	10	76.92
Total	LD	742	30.92	697	29.32	675	27.81	651	26.86	761	30.29
	IC	1658	69.08	1680	70.68	1752	72.19	1773	73.14	1751	69.71
Grand Total		2400		2377		2427		2424		2512	

**Figure 12: Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years**



**TABLE 13. Evolution in the number of children, infants and personnel receiving family allowance over the last 10 years**

Year	Personnel receiving Family allow.	Total Nr of Children	Nr of Infants (<3 years)	Average Age of Children as at 31.12.
2002	2103	2161	312	10.88
2003	2046	2039	290	10.94
2004	2149	2289	365	10.33
2005	2081	2379	384	10.05
2006	2082	2471	404	9.92
2007	2002	2496	385	10.02
2008	1900	2477	380	10.15
2009	1900	2560	398	10.22
2010	1953	2679	433	10.03
2011	1952	2753	423	10.05
2012	2004	2884	466	10.05

**Figure 13: Evolution in the Average Age of Children of Members of the Personnel over the last 10 years**



**TABLE 14. Staff Members by Nationality and Type of Residence - 31.12.2012**

Nationality	SRR 1996 or prior				SRR 2007 or later				Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity			
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	32	3.05			15	3.04			47	1.87
BE	93	8.86	1	0.23	9	1.83	2	0.38	105	4.18
BG	5	0.48			6	1.22	2	0.38	13	0.52
CH	33	3.14	77	17.50	4	0.81	68	12.85	182	7.25
CZ	3	0.29			1	0.20			4	0.16
DE	132	12.57	6	1.36	40	8.11	6	1.13	184	7.32
DK	13	1.24			6	1.22	2	0.38	21	0.84
ES	61	5.81	9	2.05	40	8.11	5	0.95	115	4.58
FI	13	1.24			12	2.43	3	0.57	28	1.11
FR	210	20.00	318	72.27	100	20.28	403	76.18	1031	41.04
GB	146	13.90	6	1.36	54	10.95	17	3.21	223	8.88
GR	9	0.86			10	2.03	1	0.19	20	0.80
HU	5	0.48			4	0.81	2	0.38	11	0.44
IL					1	0.20			1	0.04
IT	150	14.29	18	4.09	97	19.68	10	1.89	275	10.95
NL	58	5.52	1	0.23	7	1.42	1	0.19	67	2.67
NO	7	0.67			5	1.01			12	0.48
PL	23	2.19			37	7.51			60	2.39
PT	19	1.81	4	0.91	20	4.06	2	0.38	45	1.79
RO	1	0.10			7	1.42			8	0.32
RS					1	0.20			1	0.04
SE	23	2.19			6	1.22	4	0.76	33	1.31
SK	9	0.86			7	1.42			16	0.64
NMS	5	0.48			4	0.81	1	0.19	10	0.40
<b>Total</b>	<b>1050</b>	<b>100</b>	<b>440</b>	<b>100</b>	<b>493</b>	<b>100</b>	<b>529</b>	<b>100</b>	<b>2512</b>	<b>100</b>

SRR = Staff Rules and Regulations

**TABLE 15. Other Members of the Personnel by Nationality and Status -  
31.12.2012**

	Fellows		Associates *		Students *		Apprent.		Total CERN paid		Users	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	14	2.59	14	3.76	19	6.03			47	3.76	131	1.21
BE	8	1.48	1	0.27	3	0.95			12	0.96	111	1.03
BG	7	1.30	2	0.54	5	1.59			14	1.12	86	0.79
CH	12	2.22	9	2.42	3	0.95	21	87.50	45	3.60	208	1.92
CZ	7	1.30	5	1.34	3	0.95			15	1.20	198	1.83
DE	52	9.63	13	3.49	51	16.19			116	9.27	1248	11.52
DK	2	0.37			4	1.27			6	0.48	64	0.59
ES	81	15.00	49	13.17	22	6.98	1	4.17	153	12.23	363	3.35
FI	3	0.56	2	0.54	8	2.54			13	1.04	93	0.86
FR	58	10.74	35	9.41	11	3.49	1	4.17	105	8.39	788	7.28
GB	28	5.19	13	3.49	18	5.71			59	4.72	674	6.22
GR	25	4.63	18	4.84	27	8.57			70	5.60	172	1.59
HU	8	1.48	2	0.54	4	1.27			14	1.12	75	0.69
IL	1	0.19	1	0.27					2	0.16	60	0.55
IT	90	16.67	76	20.43	48	15.24			214	17.11	1726	15.94
NL	8	1.48	5	1.34	5	1.59	1	4.17	19	1.52	146	1.35
NO	2	0.37	1	0.27	11	3.49			14	1.12	69	0.64
PL	28	5.19	29	7.80	46	14.60			103	8.23	271	2.50
PT	19	3.52	19	5.11	6	1.90			44	3.52	108	1.00
RO	11	2.04	6	1.61	7	2.22			24	1.92	120	1.11
SE	5	0.93	2	0.54	6	1.90			13	1.04	41	0.38
SK	1	0.19			1	0.32			2	0.16	78	0.72
NMS	70	12.96	70	18.82	7	2.22			147	11.75	89	0.82
<b>Total</b>	<b>540</b>	<b>100</b>	<b>372</b>	<b>100</b>	<b>315</b>	<b>100</b>	<b>24</b>	<b>100</b>	<b>1251</b>	<b>100</b>	<b>3910</b>	<b>36.11</b>
%	43.17		29.74		25.18		1.92		100		10829	100

\* partially or totally paid by CERN

**TABLE 16. Staff Members by Nationality and Professional Category - 31.12.2012**

Professional Category

Nat.	1	2	3	4	5a	5b	5c	Total
AT	3	39	2		2	1		47
BE	1	47	39		12	6		105
BG		8	2		1	2		13
CH	2	45	81	8	8	36	2	182
CZ		3	1					4
DE	19	114	29	4	12	6		184
DK	2	12	5		1	1		21
ES	4	68	26	8	6	3		115
FI		5	7	8	4	4		28
FR	9	196	540	86	33	158	9	1031
GB	9	102	55	8	25	23	1	223
GR	1	17	1			1		20
HU	1	4	2		2	2		11
IL	1							1
IT	17	195	43	5	8	6	1	275
NL	4	33	26		3	1		67
NO	1	3	5		2	1		12
PL	1	53	4		2			60
PT	1	29	10	3	1	1		45
RO		7	1					8
RS	1							1
SE		19	3	2	2	7		33
SK		14	1			1		16
NMS	2	8						10
<b>Total</b>	<b>79</b>	<b>1021</b>	<b>883</b>	<b>132</b>	<b>124</b>	<b>260</b>	<b>13</b>	<b>2512</b>

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
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**TABLE 17. Staff Members by Nationality, Career Path and Gender - 31.12.2012**

Career Path

Nat.	A		B		C		D		E		F		G		Grand Total	
	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F
AT					1		2	2	31	7	12	1	1	1	47	11
BE			2	2	6	2	37	5	29	7	24		7		105	16
BG			2	2	1		1		9	3					13	5
CH	1		33	17	36	14	57	9	24	4	21	3	10		182	47
CZ							1		2		1				4	
DE	2		6	4	6	1	25	2	65	5	65	3	14	1	183	16
DK			1	1	1		4		11	1	3		1		21	2
ES	6		5	3	8	2	18	2	58	20	19	5	1		115	32
FI	8		3	1	1		7	3	4		4		1		28	4
FR	43	7	203	66	395	83	152	31	159	43	60	15	19	1	1031	246
GB	8	1	11	7	34	11	34	9	69	14	53	7	14		223	49
GR			1	1			1		12	1	6	1			20	3
HU			2	1	1	1	1		7	2					11	4
IL									1						1	
IT	5		8	3	16	2	26	3	134	21	69	9	17	3	275	41
NL			1		7	1	19	1	16	1	19		5	1	67	4
NO					1	1	5	2	3		1		2		12	3
PL					4				51	5	3	1	2		60	6
PT	1		3		4	1	6		25	3	6	2			45	6
RO					1	1			6	1	1				8	2
RS									1						1	
SE	2		4	4	3	2	3	1	9	3	11	1	1		33	11
SK					1	1	1		11	1	2		1		16	2
NMS									6	1	4	2			10	3
<b>Total</b>	<b>76</b>	<b>8</b>	<b>285</b>	<b>112</b>	<b>527</b>	<b>123</b>	<b>400</b>	<b>70</b>	<b>743</b>	<b>143</b>	<b>384</b>	<b>50</b>	<b>96</b>	<b>7</b>	<b>2511</b>	<b>513</b>

Above table does not include 'Hors Cadre' (1)

**TABLE 18. Staff Members by Nationality, Gender and Professional Category - 31.12.2012**

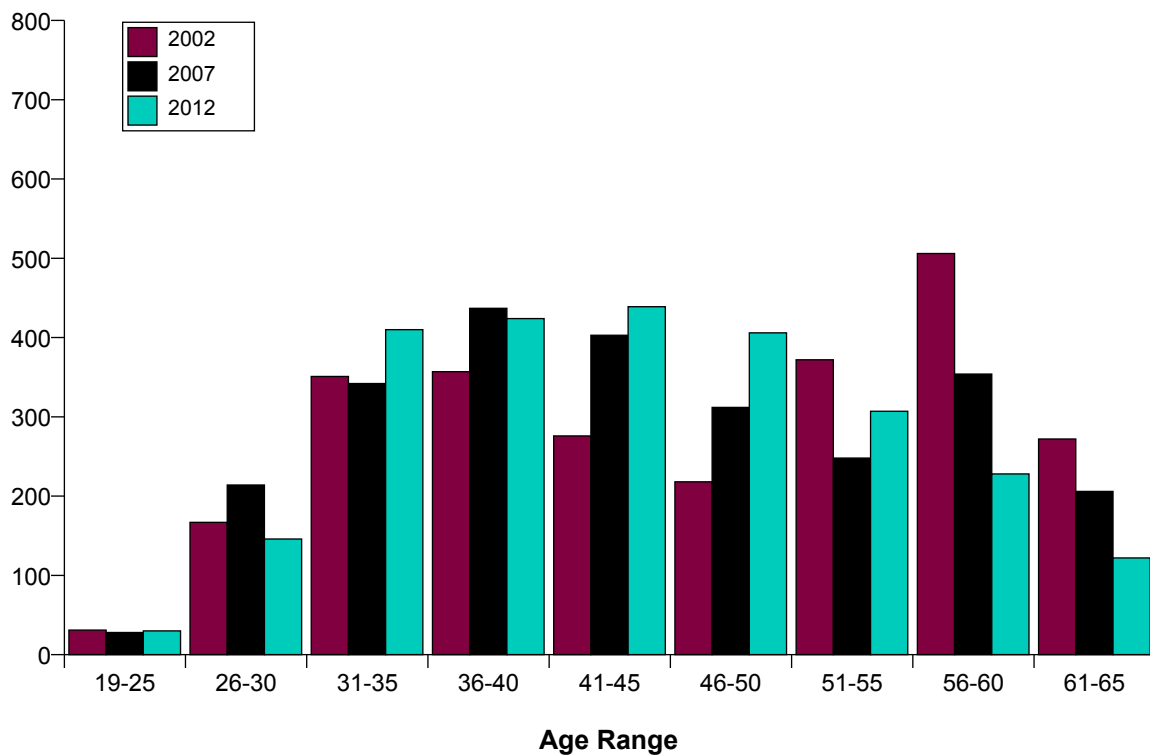
		Professional Category							
Nat.		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total
AT	F	2	6	1		1	1		11
	M	1	33	1		1			36
BE	F		3	3		4	6		16
	M	1	44	36		8			89
BG	F		3				2		5
	M		5	2		1			8
CH	F		4	5	1	3	33	1	47
	M	2	41	76	7	5	3	1	135
CZ	M		3	1					4
DE	F		4	2		5	5		16
	M	19	110	27	4	7	1		168
DK	F					1	1		2
	M	2	12	5					19
ES	F	1	20	4		4	3		32
	M	3	48	22	8	2			83
FI	F						4		4
	M		5	7	8	4			24
FR	F	2	34	28	6	23	148	5	246
	M	7	162	512	80	10	10	4	785
GB	F	1	6	4		14	23	1	49
	M	8	96	51	8	11			174
GR	F		2				1		3
	M	1	15	1					17
HU	F		1	1		1	1		4
	M	1	3	1		1	1		7
IL	M	1							1
IT	F	1	28	2		4	6		41
	M	16	167	41	5	4		1	234
NL	F		1	2		1			4
	M	4	32	24		2	1		63
NO	F			2			1		3
	M	1	3	3		2			9
PL	F	1	4			1			6
	M		49	4		1			54
PT	F		4			1	1		6
	M	1	25	10	3				39
RO	F		1	1					2
	M		6						6
RS	M	1							1
SE	F		3			1	7		11
	M		16	3	2	1			22
SK	F		1				1		2
	M		13	1					14
NMS	F		3						3
	M	2	5						7
Total	F	8	128	55	7	64	244	7	513
	M	71	893	828	125	60	16	6	1999
		79	1021	883	132	124	260	13	2512



**TABLE 19. Evolution in the Number of Staff Members by Age Range over the last 10 years**

	2002	2007	2012
19-25	31	28	30
26-30	167	214	146
31-35	351	342	410
36-40	357	437	424
41-45	276	403	439
46-50	218	312	406
51-55	372	248	307
56-60	506	354	228
61-65	272	206	122
<b>Total</b>	<b>2550</b>	<b>2544</b>	<b>2512</b>

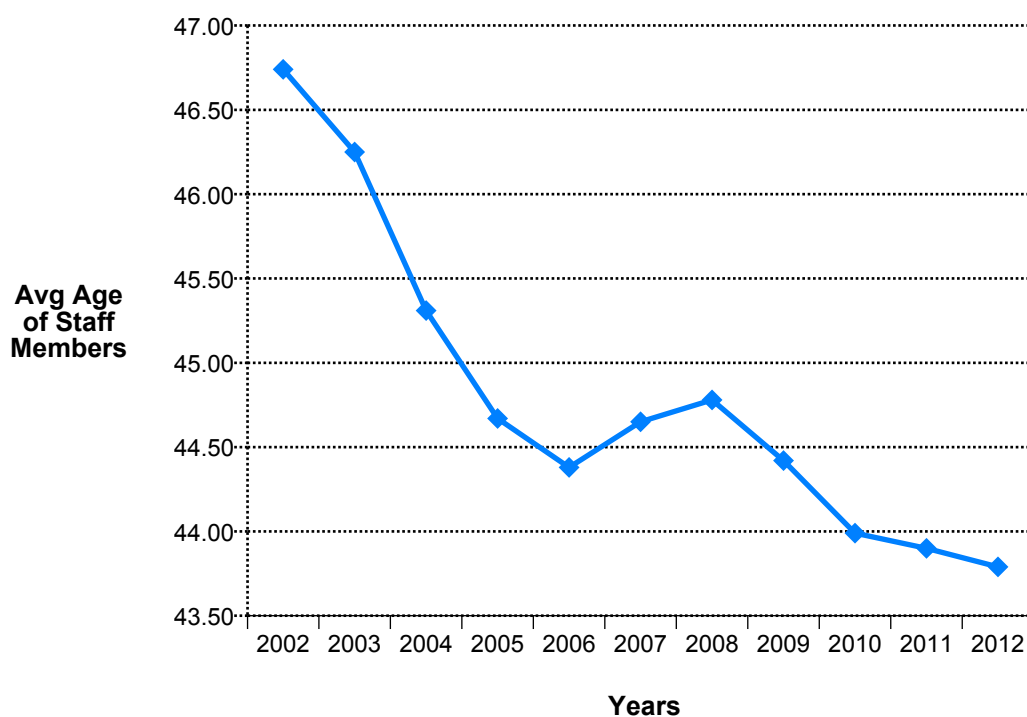
**Figure 19: Evolution in the Number of Staff Members by Age Range over the last 10 years**



**TABLE 20. Staff Members by Age Range and Professional Category - 31.12.2012**

	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	%
> 65		1						1	0.04
61-65	7	47	38	7	9	13		121	4.82
56-60	11	83	80	20	7	23	4	228	9.08
51-55	11	136	93	16	24	23	4	307	12.22
46-50	8	187	127	22	29	31	2	406	16.16
41-45	11	186	153	18	19	51	1	439	17.48
36-40	17	162	146	21	21	55	2	424	16.88
31-35	13	165	155	22	13	42		410	16.32
26-30	1	53	70	6	1	15		146	5.81
<= 25		1	21		1	7		30	1.19
<b>Total</b>	<b>79</b>	<b>1021</b>	<b>883</b>	<b>132</b>	<b>124</b>	<b>260</b>	<b>13</b>	<b>2512</b>	<b>100</b>
<b>Average Age</b>	45.8	44.2	42.8	45.2	46.1	42.7	50.8	<b>43.8</b>	

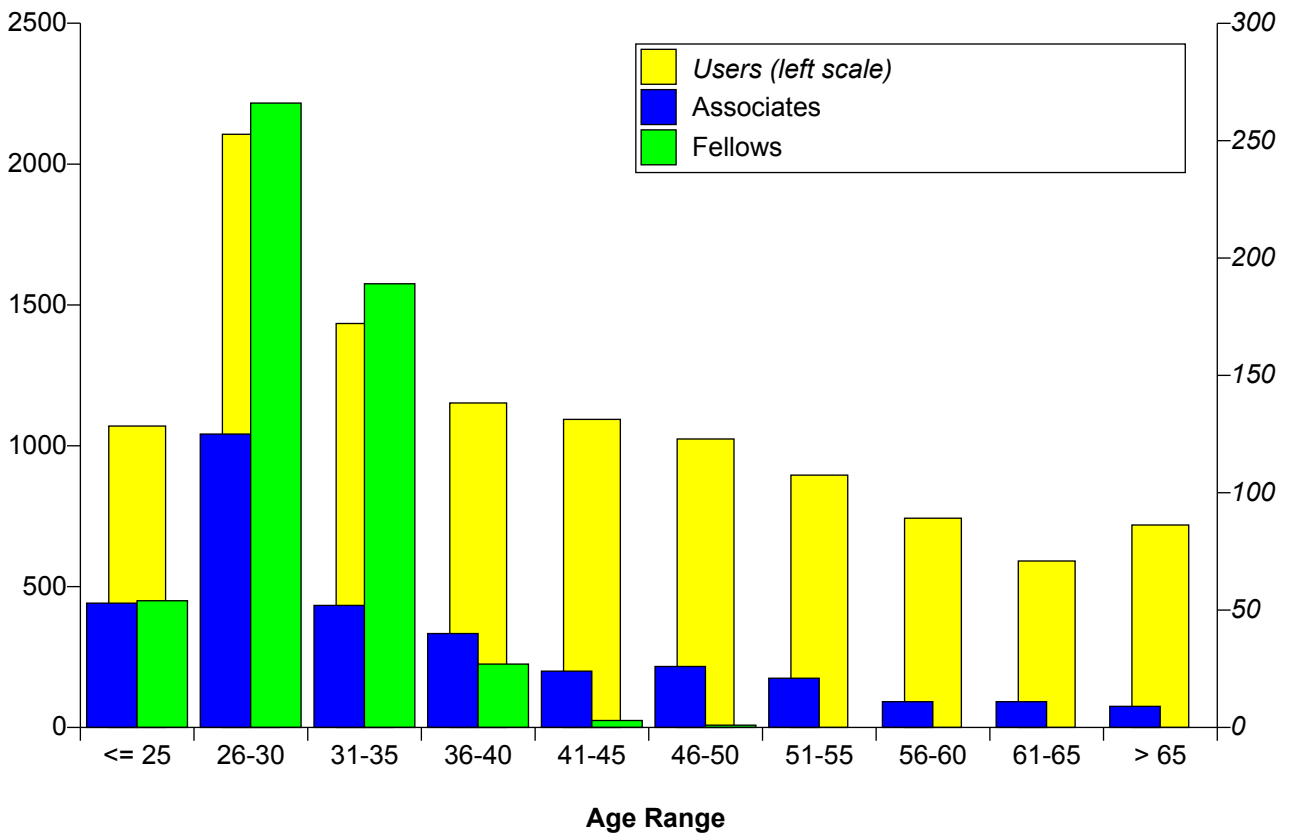
**Figure 20: Evolution in the Average Age of Staff Members over the last 10 years**



**TABLE 21. Fellows, Associates and Users by Age Range - 31.12.2012**

	Fellows		Users		Grand Total	
<= 25	54	10.00 %	1070	9.88 %	1124	9.89 %
26-30	266	49.26 %	2106	19.45 %	2372	20.86 %
31-35	189	35.00 %	1434	13.24 %	1623	14.28 %
36-40	27	5.00 %	1152	10.64 %	1179	10.37 %
41-45	3	0.56 %	1094	10.10 %	1097	9.65 %
46-50	1	0.19 %	1024	9.46 %	1025	9.02 %
51-55			896	8.27 %	896	7.88 %
56-60			743	6.86 %	743	6.54 %
61-65			591	5.46 %	591	5.20 %
> 65			719	6.64 %	719	6.32 %
<b>Total</b>	<b>540</b>	<b>100 %</b>	<b>10829</b>	<b>100 %</b>	<b>11369</b>	<b>100 %</b>

**Figure 21: Fellows and Associates by Age Range - 31.12.2012**



**TABLE 22. Evolution of Arrivals of Staff Members by age group over the past 10 years**

	<= 25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	> 65	Total
2002	11	29	30	18	6	3	2	2			101
	10.89	28.71	29.70	17.82	5.94	2.97	1.98	1.98			100
2003	27	36	29	19	9	12	16	3			151
	17.88	23.84	19.21	12.58	5.96	7.95	10.60	1.99			100
2004	38	79	83	48	24	15	16	11	2	1	317
	11.99	24.92	26.18	15.14	7.57	4.73	5.05	3.47	0.63	0.32	100
2005	43	48	50	36	14	14	4				209
	20.57	22.97	23.92	17.22	6.70	6.70	1.91				100
2006	15	55	58	26	10	7	4	2			177
	8.47	31.07	32.77	14.69	5.65	3.95	2.26	1.13			100
2007	9	27	22	8	9	1	1				77
	11.69	35.06	28.57	10.39	11.69	1.30	1.30				100
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

Average age of arrivals

	1	2	3	4	5a	5b	Total
in 2012:	36.33	32.63	34.77	33.75	34.71	32.05	33.66

**TABLE 23. Average Age by Professional Category, Status and Type of Contract - 31.12.2012**

		Professional Category								
		1	2	3	4	5a	5b	5c		
<b>Staff</b>	<b>LD</b>	39.34	34.83	35.12	35.87	39.71	35.09	40.33	<b>35.51</b>	<b>43.79</b>
	<b>IC</b>	51.80	47.79	46.39	48.96	48.88	46.21	53.90	<b>47.39</b>	
<b>Fellows</b>	<b>LD</b>	32.11	29.46	26.61		28.88			<b>29.87</b>	

**TABLE 24. Staff Members by Professional Category and Years of Service - 31.12.2012**

Completed Years of Service in 2012	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
<b>&gt;= 35</b>		18	22	2	1	13	2	<b>58</b>	<b>2.31</b>
<b>30-34</b>	1	35	56	9	4	17	3	<b>125</b>	<b>4.98</b>
<b>25-29</b>	6	88	56	6	9	15		<b>180</b>	<b>7.17</b>
<b>20-24</b>	9	100	43	1	13	11	1	<b>178</b>	<b>7.09</b>
<b>15-19</b>	9	151	75	2	21	8	1	<b>267</b>	<b>10.63</b>
<b>10-14</b>	8	206	120	4	19	28		<b>385</b>	<b>15.33</b>
<b>5-9</b>	8	131	219	69	20	86	3	<b>536</b>	<b>21.34</b>
<b>0-4</b>	38	292	292	39	37	82	3	<b>783</b>	<b>31.17</b>
<b>Total</b>	<b>79</b>	<b>1021</b>	<b>883</b>	<b>132</b>	<b>124</b>	<b>260</b>	<b>13</b>	<b>2512</b>	<b>100</b>

<b>Average Years of Service of Staff Members</b>	<b>9.41</b>	<b>12.56</b>	<b>11.23</b>	<b>9.46</b>	<b>11.98</b>	<b>11.41</b>	<b>18.23</b>	<b>11.71</b>
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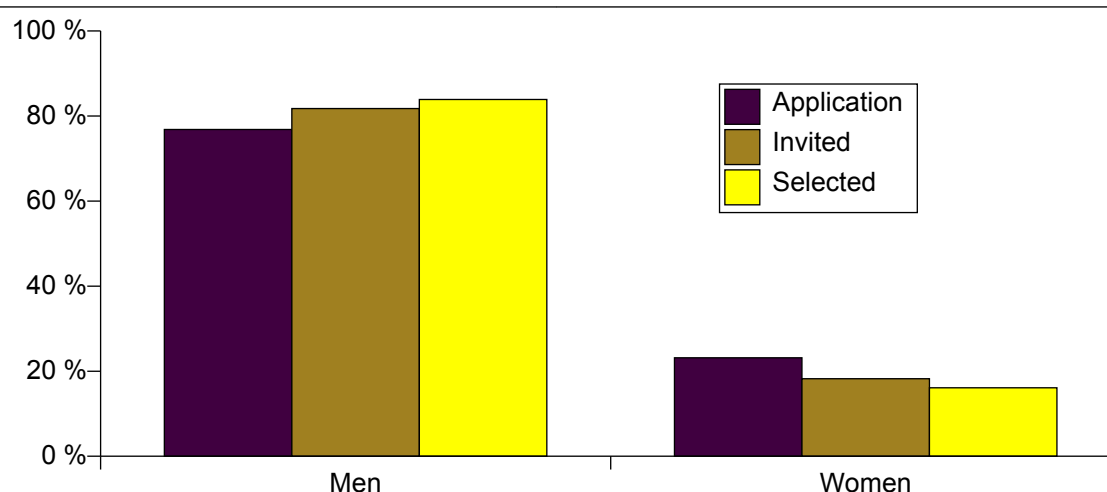
<b>Professional Categories</b>	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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## Staff Recruitment

**TABLE 25. Candidates Applied, Invited/Appeared for Selection Boards and Appointments Offered/Refused During 2012 by Nationality and Gender**

	Application			Invited			Not Attended			Selected			Refused Offer		Success Rate
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	M	Total	
AT	16	52	68	2	8	10				1	5	6			8.82 %
BE	31	136	167	3	15	18		2	2		3	3	1	1	1.80 %
BG	232	677	909	2	9	11		1	1		1	1			0.11 %
CH	400	709	1109	12	30	42	2	2	4	1	9	10	2	2	0.90 %
CZ	19	64	83	1	2	3					2	2			2.41 %
DE	83	235	318	6	22	28		6	6	2	8	10	2	2	3.14 %
DK	7	33	40		5	5					1	1			2.50 %
ES	321	1187	1508	15	53	68	1	4	5	5	13	18	1	1	1.19 %
FI	24	114	138	2	6	8					1	1			0.72 %
FR	838	2306	3144	41	200	241	4	14	18	15	60	75	4	4	2.39 %
GB	151	582	733	19	55	74	4	4	8	4	16	20			2.73 %
GR	217	967	1184	3	23	26		1	1	1	3	4			0.34 %
HU	87	318	405	3	4	7				1	2	3			0.74 %
IL	5	12	17												
IT	289	1154	1443	12	79	91		6	6	1	24	25			1.73 %
NL	28	98	126	2	6	8		1	1		3	3			2.38 %
NO	7	17	24	3	2	5									
PL	141	536	677	2	32	34		1	1		8	8	1	1	1.18 %
PT	218	1061	1279	3	48	51	1	2	3		11	11	1	1	0.86 %
RO	74	175	249	2	7	9		1	1		2	2	1	1	0.80 %
RS	13	60	73		1	1									
SE	29	71	100	3	3	6				2	1	3			3.00 %
SK	24	69	93	1	2	3				1	1	2			2.15 %
NMS	356	1342	1698	2	11	13		3	3		3	3	1	1	0.18 %
Total	3610	11975	15585	139	623	762	12	48	60	34	177	211	14	14	1.35 %

**Figure 25: Applications, Candidates Invited and Selected in 2012 by Gender**



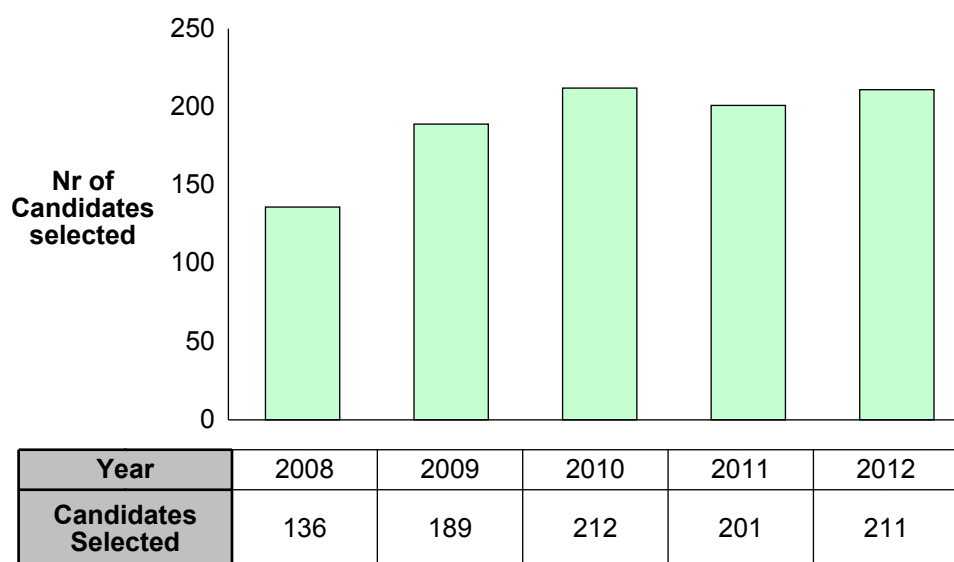
**TABLE 26. Vacancies Published and Filled During 2012**

Vacancies published in 2012	157
Vacancies published and filled in 2012	94
Vacancies published in 2012 and open as at 31.12.	63
Vacancies republished in 2012	24

**TABLE 27. Number of Staff candidates selected by nationality over the past 5 years**

	2008	2009	2010	2011	2012	Total
AT	1	2	2	4	6	15
BE	3	4	1	4	3	15
BG	1	1	3	2	1	8
CH	17	18	14	11	10	70
CZ					2	2
DE	9	8	13	9	10	49
DK		2	1	3	1	7
ES	8	7	6	14	18	53
FI	5	3	6	3	1	18
FR	48	83	86	80	75	372
GB	16	12	20	14	20	82
GR	1	1	2	6	4	14
HU		2	1	1	3	7
IL				1		1
IT	15	23	32	25	25	120
NL		1	4	1	3	9
NO		3	1	1		5
PL	4	13	10	6	8	41
PT	5	2	6	4	11	28
RO				5	2	7
SE		2	2	1	3	8
SK	2		1	2	2	7
NMS	1	2	1	4	3	11
<b>Total</b>	<b>136</b>	<b>189</b>	<b>212</b>	<b>201</b>	<b>211</b>	<b>949</b>

**Figure 27: Number of Staff candidates selected over the past 5 years**

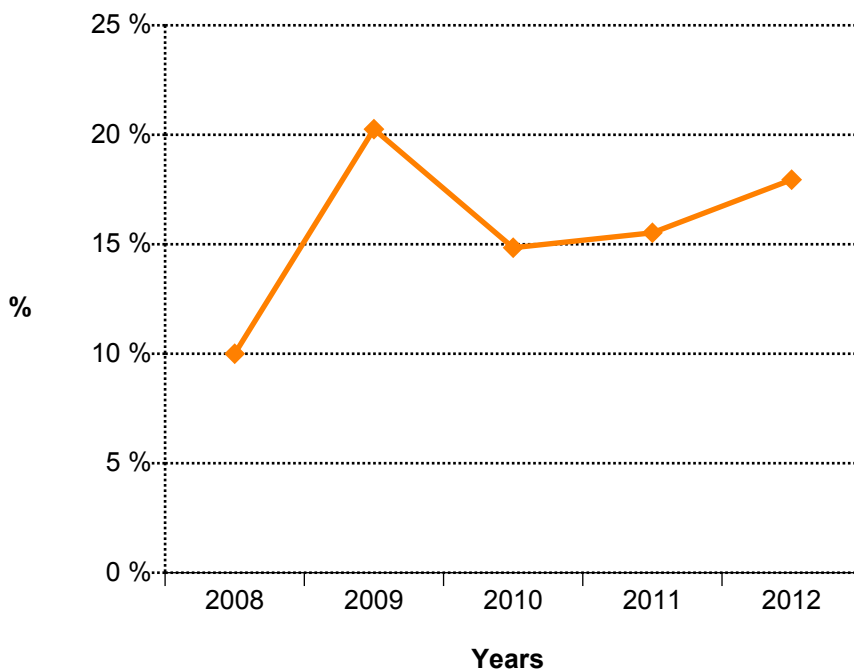


**TABLE 28. Staff Members Recruited (Arrivals) in 2012 by Professional Category**

From	Professional Category						Total
	1	2	3	4	5a	5b	
<b>Fellows</b>	5	28	2				<b>35</b>
<b>Associated Members of Personnel</b>	1	24	5		1	2	<b>33</b>
<b>No previous status</b>	3	28	68	4	6	18	<b>127</b>
<b>Total</b>	<b>9</b>	<b>80</b>	<b>75</b>	<b>4</b>	<b>7</b>	<b>20</b>	<b>195</b>

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
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**Figure 26. Percentage of staff recruited over the past 5 years from Fellows**





## Fellows

**TABLE 29A. Candidates Applied and Selected during 2012 by Nationality (Supporting National Delegation Where Appropriate) and Gender**

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	2	9	11	1	5	6	54.5
BE	2	10	12		4	4	33.3
BG	6	22	28	2	1	3	10.7
CH	6	28	34		5	5	14.7
CZ	4	13	17	1	5	6	35.3
DE	20	76	96	6	24	30	31.3
DK		4	4		1	1	25.0
ES	43	168	211	10	29	39	18.5
FI	5	15	20		5	5	25.0
FR	21	117	138	5	23	28	20.3
GB	17	83	100	2	18	20	20.0
GR	47	165	212	1	12	13	6.1
HU	9	15	24	2	5	7	29.2
IL	1	5	6				
IT	38	143	181	8	28	36	19.9
NL	6	8	14	1	4	5	35.7
NO	1	6	7		2	2	28.6
PL	15	48	63	3	11	14	22.2
PT	11	53	64	2	11	13	20.3
RO	11	20	31	3	2	5	16.1
RS		2	2				
SE	3	7	10		2	2	20.0
SK	2	12	14		1	1	7.1
NMS	87	458	545	10	20	30	5.5
Total	357	1487	1844	57	218	275	14.9

**TABLE 29B. Candidates Applied and Selected by Gender and Passport Nationality - 2012**

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	2	9	11	1	5	6	54.5
BE	2	11	13		5	5	38.5
BG	6	22	28	2	1	3	10.7
CH	3	24	27		5	5	18.5
CZ	3	13	16	1	5	6	37.5
DE	21	74	95	6	24	30	31.6
DK		4	4		1	1	25.0
ES	44	167	211	10	30	40	19.0
FI	5	15	20		5	5	25.0
FR	21	114	135	5	23	28	20.7
GB	15	77	92	2	15	17	18.5
GR	48	165	213	1	12	13	6.1
HU	9	15	24	2	5	7	29.2
IL	1	5	6				
IT	43	145	188	8	28	36	19.1
NL	5	5	10	1	3	4	40.0
NO	1	6	7		2	2	28.6
PL	15	49	64	3	11	14	21.9
PT	10	54	64	2	11	13	20.3
RO	11	20	31	3	2	5	16.1
RS		2	2				
SE	3	7	10		2	2	20.0
SK	3	12	15		1	1	6.7
NMS	86	472	558	10	22	32	5.7
Total	357	1487	1844	57	218	275	14.9

**TABLE 30. Number of Fellows selected by nationality over the past 5 years**

	2008	2009	2010	2011	2012	Total
AT	3	8	6	5	6	28
BE	3	1	3	2	5	14
BG	1	3	1	3	3	11
CH	4	6	3	4	5	22
CZ	1	4	1	2	6	14
DE	16	23	17	26	30	112
DK	1			1	1	3
ES	14	21	31	32	40	138
FI	3	1	2		5	11
FR	14	20	24	21	28	107
GB	13	14	16	10	17	70
GR	8	4	6	16	13	47
HU	4	4	3	3	7	21
IL				1		1
IT	39	34	36	42	36	187
NL	2	2	1	4	4	13
NO	6	2	1	2	2	13
PL	13	16	15	11	14	69
PT	5	9	8	7	13	42
RO				5	5	10
SE	1	3		3	2	9
SK	3				1	4
NMS	18	34	30	32	32	146
<b>Total</b>	<b>172</b>	<b>209</b>	<b>204</b>	<b>232</b>	<b>275</b>	<b>1092</b>

## Students

**TABLE 31. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2012 by Nationality (Supporting National Delegation Where Appropriate) and Gender**

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	3	13	16	3	10	13	81.3
BE	3	4	7	1		1	14.3
BG	2	16	18		3	3	16.7
CH	5	18	23	3	7	10	43.5
CZ	2	12	14	1	3	4	28.6
DE	13	87	100	7	30	37	37.0
DK	1	7	8	1		1	12.5
ES	24	82	106	4	12	16	15.1
FI	1	14	15	1	5	6	40.0
FR	15	105	120	2	11	13	10.8
GB	29	166	195	4	19	23	11.8
GR	35	136	171	7	21	28	16.4
HU	1	25	26		5	5	19.2
IL		2	2				
IT	18	63	81	7	22	29	35.8
NL	1	9	10		3	3	30.0
NO	3	42	45	2	10	12	26.7
PL	14	99	113	6	36	42	37.2
PT	5	17	22		3	3	13.6
RO	7	17	24	1	2	3	12.5
RS		1	1				
SE	2	18	20		7	7	35.0
SK		15	15		1	1	6.7
NMS	20	80	100				
<b>Total</b>	<b>204</b>	<b>1048</b>	<b>1252</b>	<b>50</b>	<b>210</b>	<b>260</b>	<b>20.8</b>

**TABLE 32. Number of Students selected (TECH, DOCT) by nationality over the past 5 years**

	2008	2009	2010	2011	2012	Total
AT	21	15	10	8	12	66
BE	2	5	1	2	1	11
BG	5	2	3	3	5	18
CH	2	3	3	2	3	13
CZ		2	1	3	4	10
DE	27	36	38	49	37	187
DK	1		1	1	1	4
ES	18	23	28	23	17	109
FI	6	8	5	2	6	27
FR	10	13	13	15	10	61
GB	5	3	19	13	18	58
GR	9	16	13	25	29	92
HU	1	3	3	4	5	16
IT	17	18	23	31	37	126
NL	1	2	1	7	2	13
NO	14	12	13	10	11	60
PL	17	16	22	30	42	127
PT	3	3	2	2	3	13
RO				8	7	15
SE	5	5	1	2	6	19
SK	4	1	4	1	1	11
NMS	4	4	11	3	3	25
<b>Total</b>	<b>172</b>	<b>190</b>	<b>215</b>	<b>244</b>	<b>260</b>	<b>1081</b>

**TABLE 33. Candidates Applied and Selected for the Summer Student Programme during 2012 by nationality (supporting national delegation where appropriate) and gender**

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	1	8	9		3	3	33.3
BE	3	11	14	1	2	3	21.4
BG		10	10		2	2	20.0
CH	3	9	12		5	5	41.7
CZ	9	24	33	2	4	6	18.2
DE	14	46	60	7	13	20	33.3
DK	3	12	15	2	4	6	40.0
ES	50	125	175	3	8	11	6.3
FI	5	12	17	2	2	4	23.5
FR	13	44	57	3	11	14	24.6
GB	51	202	253	5	9	14	5.5
GR	21	64	85	5	2	7	8.2
HU	5	23	28		1	1	3.6
IL	2	10	12		2	2	16.7
IT	31	77	108	3	10	13	12.0
NL	7	12	19	4	6	10	52.6
NO	2	15	17	1	2	3	17.6
PL	16	58	74		4	4	5.4
PT	3	18	21	1	2	3	14.3
RO	16	25	41	2	1	3	7.3
RS	2	4	6				
SE	5	20	25	2	5	7	28.0
SK	1	26	27	1	1	2	7.4
NMS	80	345	425	1	14	15	3.5
<b>Total</b>	<b>343</b>	<b>1200</b>	<b>1543</b>	<b>45</b>	<b>113</b>	<b>158</b>	<b>10.2</b>

for 122 Member State places

**TABLE 34. Staff Member Arrivals and Departures in 2012 by Residential Category and Nationality**

Arrivals						Departures				
Nat	Non-Resident	Resident	Total	%	% of staff as at 31.12.	Non-Resident	Resident	Total	%	% of staff as at 31.12.
AT	6		6	3.08	12.77					
BE	3		3	1.54	2.86	1		1	1.03	0.95
BG	1		1	0.51	7.69					
CH	1	8	9	4.62	4.95	3	6	9	9.28	4.95
CZ	1		1	0.51	25.00					
DE	7	1	8	4.10	4.35	7		7	7.22	3.80
DK	2		2	1.03	9.52					
ES	14		14	7.18	12.17	1		1	1.03	0.87
FI	1		1	0.51	3.57					
FR	22	48	70	35.90	6.79	19	28	47	48.45	4.56
GB	15	4	19	9.74	8.52	8	1	9	9.28	4.04
GR	5		5	2.56	25.00	1	1	2	2.06	10.00
HU	2	1	3	1.54	27.27	1	1	2	2.06	18.18
IL										
IT	24	3	27	13.85	9.82	2		2	2.06	0.73
NL	1		1	0.51	1.49	4		4	4.12	5.97
NO						1		1	1.03	8.33
PL	7		7	3.59	11.67	5		5	5.15	8.33
PT	8		8	4.10	17.78	2	1	3	3.09	6.67
RO	4		4	2.05	50.00					
RS	1		1	0.51	100.00					
SE	2	1	3	1.54	9.09	1		1	1.03	3.03
SK	1		1	0.51	6.25	1		1	1.03	6.25
NMS	1		1	0.51	10.00	2		2	2.06	20.00
	<b>129</b>	<b>66</b>	<b>195</b>	<b>100</b>	<b>7.76</b>	<b>59</b>	<b>38</b>	<b>97</b>	<b>100</b>	<b>3.86</b>

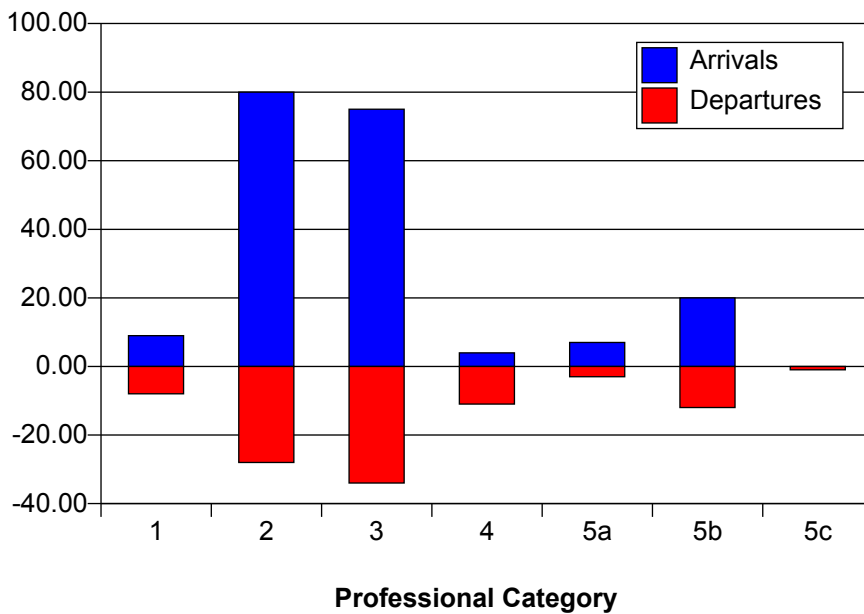
Labour turnover = 3.93 % of average strength

This table shows all departures from 1 January 2012 to 31 December 2012

**TABLE 35. Staff Member Arrivals and Departures in 2012 by Professional Category**

	Arrivals	Departures
1	9	8
2	80	28
3	75	34
4	4	11
5a	7	3
5b	20	12
5c		1
<b>Total</b>	<b>195</b>	<b>97</b>

**Figure 35: Staff Member Arrivals and Departures in 2012 by Professional Category**



**TABLE 36. Staff Member Departures in 2012 by Professional Category, Type of Contract and Reason for Leaving**

Reason	Professional Category														T otal		Grand	
	1		2		3		4		5a		5b		5c	LD	IC	Total		
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	Total		
<b>Contract expirations</b>		5		10		10		3				3				31		31
<b>Contract terminations</b>												1				1		1
<b>Mutual agreement</b>						1										1		1
<b>Death</b>					1		1										2	2
<b>Family/Social</b>	1			1												1	1	2
<b>Invalidity</b>							2										2	2
<b>Job connected</b>	1	1	1	1						1	1	3				6	3	9
<b>Retirement</b>			15		22		5		2		4		1				49	49
<b>Total</b>	<b>2</b>	<b>6</b>	<b>16</b>	<b>12</b>	<b>23</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>7</b>	<b>1</b>		<b>40</b>	<b>57</b>	<b>97</b>	

This table shows all departures from 1 January 2012 to 31 December 2012

<b>Professional Categories</b>	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
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