

**ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE  
CERN EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH**

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**TRIPARTITE EMPLOYMENT CONDITIONS FORUM (TREF)**

93<sup>rd</sup> Meeting

**Geneva – 10 May 2016**

**CERN PERSONNEL STATISTICS 2015**





**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**

### **2015**

Human Resources Department  
April 2016

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# Definitions

## Departments / Units

### Code Department

BE	Beams
DG	Director-General
DGS	Occupational Health and Safety and Environmental Protection Unit
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

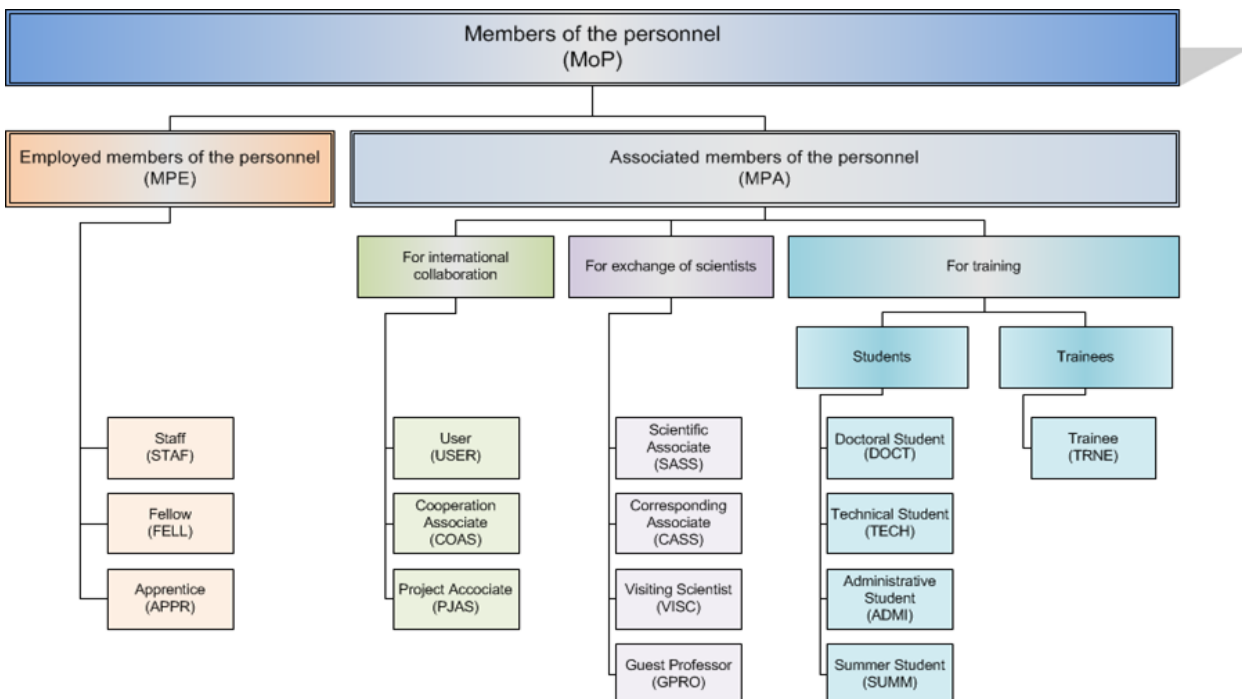
### Code Category

- 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
- IC Indefinite Contract

## Grouping of the Personnel



## 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
BF	BURKINA FASO
BG	BULGARIA
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
CV	CAPE VERDE
CY	CYPRUS
CZ	CZECH REPUBLIC
DE	GERMANY
DK	DENMARK
DZ	ALGERIA
EC	ECUADOR
EE	ESTONIA
EG	EGYPT
ER	ERITREA
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
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JO	JORDAN
JP	JAPAN
KE	KENYA
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA

KZ	KAZAKHSTAN
LB	LEBANON
LK	SRI LANKA
LT	LITHUANIA
LU	LUXEMBURG
LV	LATVIA
LY	LIBYAN ARAB JAMAHIRYA
MA	MOROCCO
ME	MONTENEGRO
MG	MADAGASCAR
MK	T.F.Y.R. OF MACEDONIA
MT	MALTA
MU	MAURITIUS
MX	MEXICO
MY	MALAYSIA
NL	NETHERLANDS
NO	NORWAY
NP	NEPAL
NZ	NEW ZEALAND
PE	PERU
PH	PHILIPPINES
PK	PAKISTAN
PL	POLAND
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL
QA	QATAR
RO	ROMANIA
RS	SERBIA
RU	RUSSIA
SA	SAUDI ARABIA
SE	SWEDEN
SG	SINGAPORE
SI	SLOVENIA
SK	SLOVAKIA
SM	SAN MARINO
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

## NOTES

Please note that 2531 in "headcount" equates to 2488.6 FTEs for 2015, of which 2,429.4 FTEs were charged to CERN accounts and 59.2 FTEs to team accounts. 24.6 FTEs were using their saved leave, resulting in a staff strength of 2,404.8 active FTEs charged to CERN accounts.

All figures refer to a headcount as at 31.12.2015 unless specified otherwise.

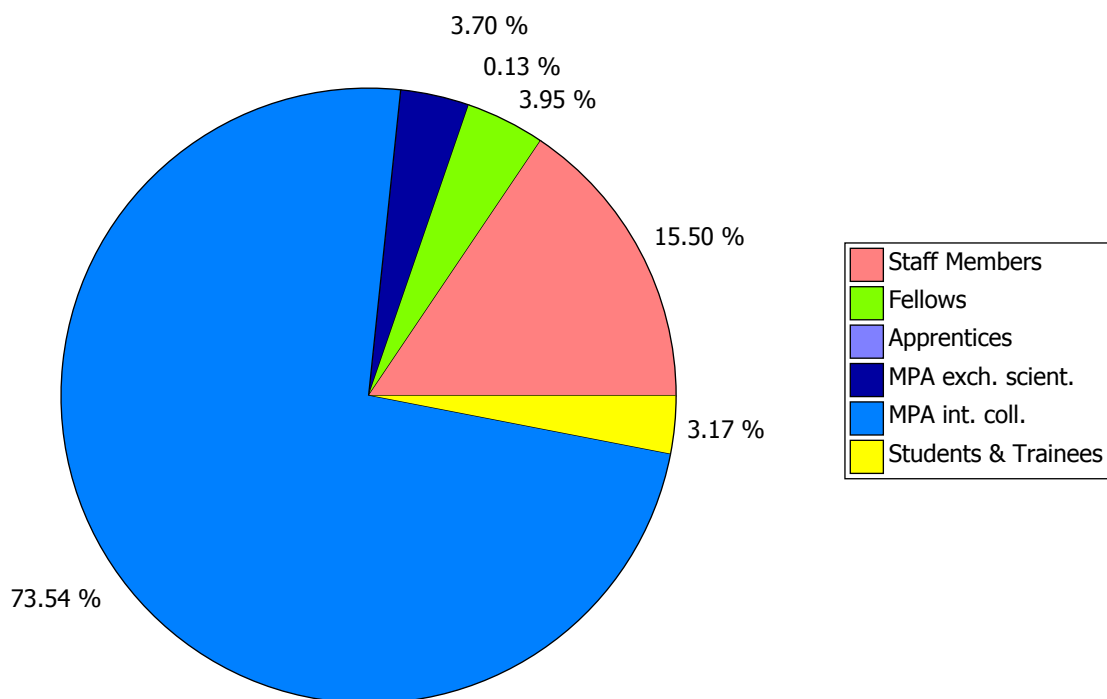


**TABLE 1. Total Number of Members of the Personnel by Department and Status - 31.12.2015**

	Staff Members	Fellows	Apprentices	Total CERN MPEs	MPA exch. scient.	MPA int. coll.	Students & Trainees	Total CERN MPAs	Grand Total
BE	365	102		467	33	130	104	267	734
DG	116	17		133	14	20	15	49	182
DGS	88	25		113	1	14	15	30	143
EN	393	78		471	21	44	67	132	603
FP	79	6		85		14	17	31	116
GS	252	33		285		18	24	42	327
HR	73	6	21	100			8	8	108
IT	214	49		263		96	37	133	396
PF	20	1		21			2	2	23
PH	490	227		717	526	11580	135	12241	12958
TE	441	101		542	9	90	94	193	735
<b>Total</b>	<b>2531</b>	<b>645</b>	<b>21</b>	<b>3197</b>	<b>604</b>	<b>12006</b>	<b>518</b>	<b>13128</b>	<b>16325</b>

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

**Figure 1: Members of the Personnel - 31.12.2015**



**TABLE 1a. Associated Members of the Personnel by Department and CERN Class - 31.12.2015**

	Students & Trainees												Total Students & Trainees
	ADMI			DOCT			TECH			TRNE			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
BE				56	3	59	27	2	29	15	1	16	104
DG	2		2	6		6	4		4	3		3	15
DGS				6		6	6		6	3		3	15
EN	2		2	19		19	29		29	17		17	67
FP	6	2	8	3		3	2		2	4		4	17
GS	3	1	4	2	1	3	11		11	5	1	6	24
HR	6		6				1		1	1		1	8
IT	2		2	2		2	28		28	5		5	37
PF	1		1				1		1				2
PH	3		3	67	3	70	33		33	27	2	29	135
TE	1		1	33		33	32		32	27	1	28	94
<b>Total</b>	<b>26</b>	<b>3</b>	<b>29</b>	<b>194</b>	<b>7</b>	<b>201</b>	<b>174</b>	<b>2</b>	<b>176</b>	<b>107</b>	<b>5</b>	<b>112</b>	<b>518</b>

	MPA for exchange of scientists											Total MPA exch. scient.
	CASS		GPRO			SASS			VISC			
	MS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
BE									16	17	33	33
DG			3	3	6	1	1	2	6		6	14
DGS									1		1	1
EN									15	6	21	21
PH	5	5	9		9	34	7	41	357	114	471	526
TE				1	1		1	1	7		7	9
<b>Total</b>	<b>5</b>	<b>5</b>	<b>12</b>	<b>4</b>	<b>16</b>	<b>35</b>	<b>9</b>	<b>44</b>	<b>402</b>	<b>137</b>	<b>539</b>	<b>604</b>

	MPA for international collaboration									Total MPA int. coll.
	COAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
BE	78	25	103	19	8	27				130
DG	12	2	14	6		6				20
DGS	7	3	10	3	1	4				14
EN	11	6	17	24	3	27				44
FP	14		14							14
GS	2	1	3	11	4	15				18
IT	25	15	40	17		17	30	9	39	96
PH	84	25	109	46	10	56	7045	4370	11415	11580
TE	48	19	67	19	4	23				90
<b>Total</b>	<b>281</b>	<b>96</b>	<b>377</b>	<b>145</b>	<b>30</b>	<b>175</b>	<b>7075</b>	<b>4379</b>	<b>11454</b>	<b>12006</b>

please see page 3 for full names of the CERN classes above

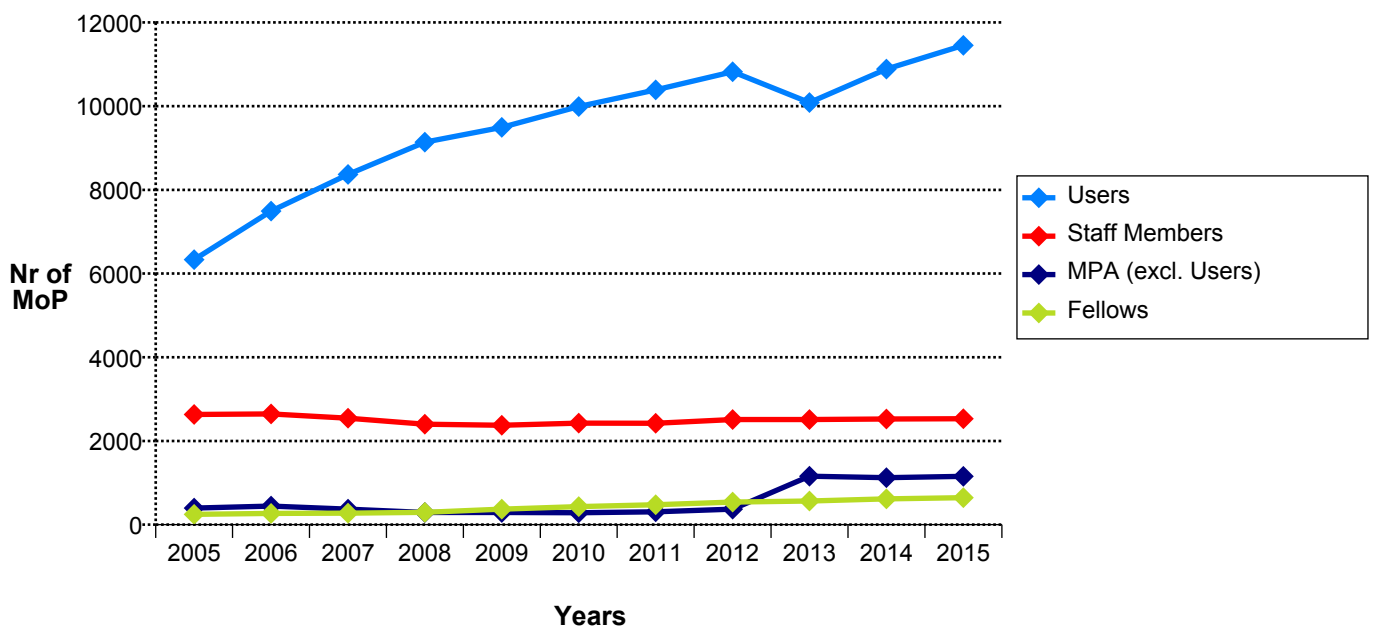
**TABLE 2. Evolution in the number of Staff Members, Fellows and MPAs over the last 5 years (Students & Trainees and Apprentices excluded)**

	Staff Members		Fellows		CERN MPEs		MPAs (excl. Users)		Users		Grand Total	
31.12.2011	2 424	- 3	477	46	<b>2 901</b>	43	306	22	10 388	369	<b>13 595</b>	461
31.12.2012	2 512	88	540	63	<b>3 052</b>	151	372	66	10 823	435	<b>14 247</b>	652
31.12.2013	2 513	1	566	26	<b>3 079</b>	27	1 158	786	10 087	- 736	<b>14 324</b>	77
31.12.2014	2 524	11	617	51	<b>3 141</b>	62	1 123	- 35	10 885	798	<b>15 149</b>	825
31.12.2015	2 531	7	645	28	<b>3 176</b>	35	1 156	33	11 454	569	<b>15 786</b>	637

**TABLE 3. Number of Fellows by Category - 31.12.2015**

Category	Nr of Fellows	%
CERN	361	56.0
Marie Curie	146	22.6
Graduate Engineering Training	81	12.6
Technical Training Experience	57	8.8
<b>Total</b>	<b>645</b>	<b>100</b>

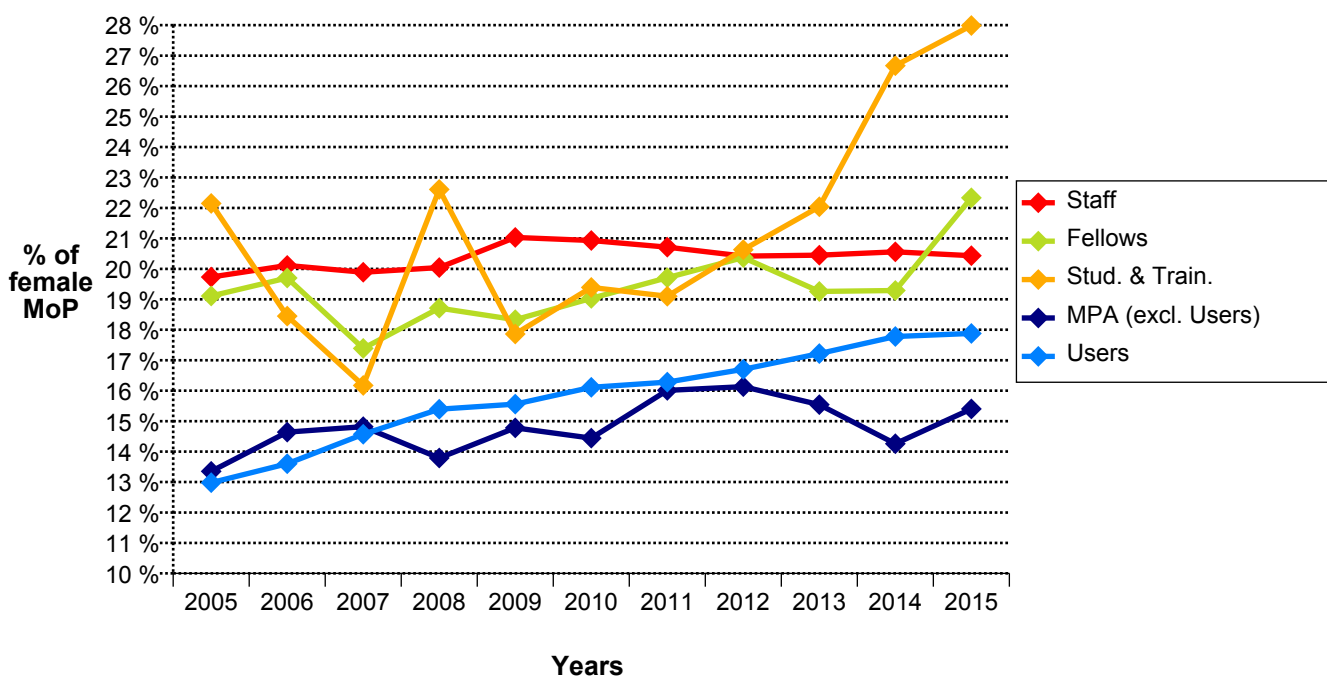
**Figure 2. Evolution in the number of Staff Members, Fellows and MPAs over the last 10 years (Students & Trainees and Apprentices excluded)**



**TABLE 4. Total Number of Female Members of the Personnel by Department and Status - 31.12.2015**

	Staff Members	Fellows	Apprentices	Total CERN MPEs	MPA exch. scient.	MPA int. coll.	Students & Trainees	Total CERN MPAs	Grand Total
BE	46	21		67	4	25	24	53	120
DG	68	12		80	3	8	9	20	100
DGS	23	8		31		4	5	9	40
EN	42	21		63	3	10	15	28	91
FP	48	4		52		3	7	10	62
GS	58	9		67		2	8	10	77
HR	60	2	7	69			7	7	76
IT	32	10		42		20	7	27	69
PF	11			11			1	1	12
PH	85	35		120	67	2062	39	2168	2288
TE	44	22		66	1	14	23	38	104
<b>Total</b>	<b>517</b>	<b>144</b>	<b>7</b>	<b>668</b>	<b>78</b>	<b>2148</b>	<b>145</b>	<b>2371</b>	<b>3039</b>
%	20.43	22.33	33.33	20.89	12.91	17.89	27.99	18.06	18.62

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



**TABLE 5A. Staff Members by professional category and working hours - 31.12.2015**

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		4	3			4		11	0.43*
24	1	1	4			3		9	0.36
28		1			1	3		5	0.20
32		10	9		1	15		35	1.38
34		1				1		2	0.08
36		15	6		5	19		45	1.78
40	81	1042	851	102	135	205	8	2424	95.77
<b>Total</b>	<b>82</b>	<b>1074</b>	<b>873</b>	<b>102</b>	<b>142</b>	<b>250</b>	<b>8</b>	<b>2531</b>	<b>100</b>
<b>%</b>	<b>3.24</b>	<b>42.43</b>	<b>34.49</b>	<b>4.03</b>	<b>5.61</b>	<b>9.88</b>	<b>0.32</b>	<b>100</b>	

\* Including 7 Staff Members on PRP

**TABLE 5B. Staff Members by professional category, gender and programmes for flexibility in working conditions - 31.12.2015**

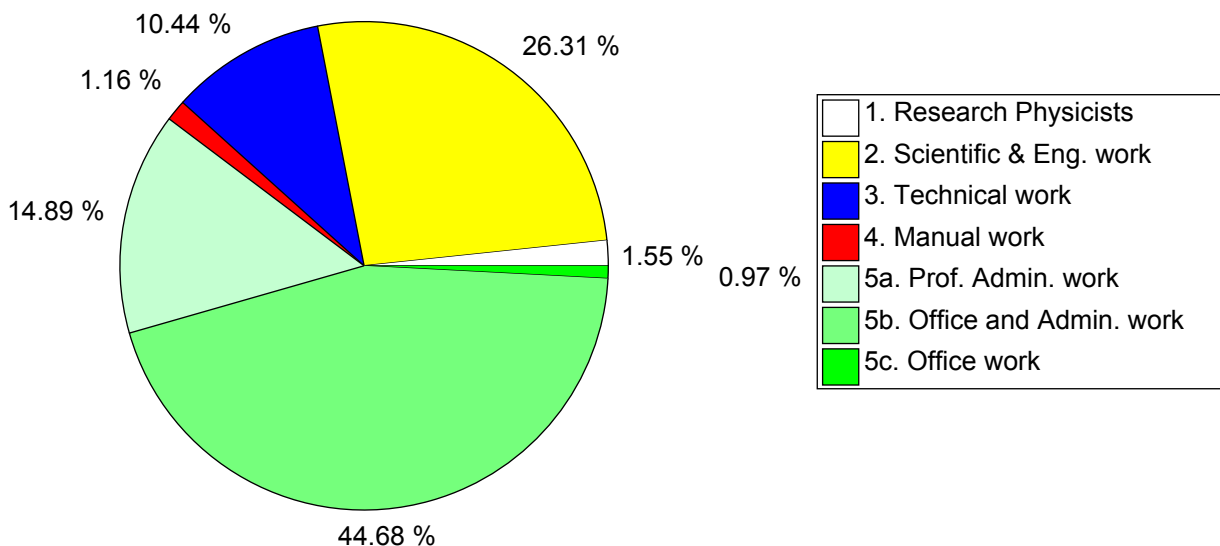
		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
Work from home	F		8	4		12	19	1	44	1.74
	M		16	7		5			28	1.11
	<b>Total</b>		<b>24</b>	<b>11</b>		<b>17</b>	<b>19</b>	<b>1</b>	<b>72</b>	<b>2.84</b>
Saved Leave	F		81	38	3	58	148	3	331	13.08
	M	5	347	387	44	36	8	1	828	32.71
	<b>Total</b>	<b>5</b>	<b>428</b>	<b>425</b>	<b>47</b>	<b>94</b>	<b>156</b>	<b>4</b>	<b>1159</b>	<b>45.79</b>

Saved Leave	1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
F	124	48	22	137	331
%	37.46	14.50	6.65	41.39	100
M	540	102	38	148	828
%	65.22	12.32	4.59	17.87	100
<b>Total</b>	<b>664</b>	<b>150</b>	<b>60</b>	<b>285</b>	<b>1159</b>
<b>%</b>	<b>57.29</b>	<b>12.94</b>	<b>5.18</b>	<b>24.59</b>	<b>100</b>

**TABLE 6. Staff Members, Fellows and MPAs (excluding Users) by Professional Category, at end 2015 and 2014**

	2015						2014					
	Staff		Fellows & MPA (excl. USER)		Total		Staff		Fellows & MPA (excl. USER)		Total	
	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%
<b>1. Research Physicists</b>	82	3.24	982	54.53	<b>1064</b>	24.56	79	3.13	962	55.32	<b>1041</b>	24.42
<b>2. Scientific &amp; Eng. work</b>	1074	42.43	657	36.48	<b>1731</b>	39.96	1047	41.48	630	36.23	<b>1677</b>	39.34
<b>3. Technical work</b>	873	34.49	109	6.05	<b>982</b>	22.67	880	34.87	98	5.64	<b>978</b>	22.94
<b>4. Manual work</b>	102	4.03			<b>102</b>	2.35	116	4.60			<b>116</b>	2.72
<b>5a. Prof. Admin. work</b>	142	5.61	51	2.83	<b>193</b>	4.46	139	5.51	48	2.76	<b>187</b>	4.39
<b>5b. Office and Admin. work</b>	250	9.88	2	0.11	<b>252</b>	5.82	253	10.02	1	0.06	<b>254</b>	5.96
<b>5c. Office work</b>	8	0.32			<b>8</b>	0.18	10	0.40			<b>10</b>	0.23
<b>Total</b>	<b>2531</b>	<b>100</b>	<b>1801</b>	<b>100</b>	<b>4332</b>	<b>100</b>	<b>2524</b>	<b>100</b>	<b>1739</b>	<b>100</b>	<b>4263</b>	<b>100</b>

**Figure 4. Female Staff Members by Professional Category - 31.12.2015**



**TABLE 7A. Staff Members, Fellows and MPAs (excluding Users) by Gender and Professional Category - 31.12.2015**

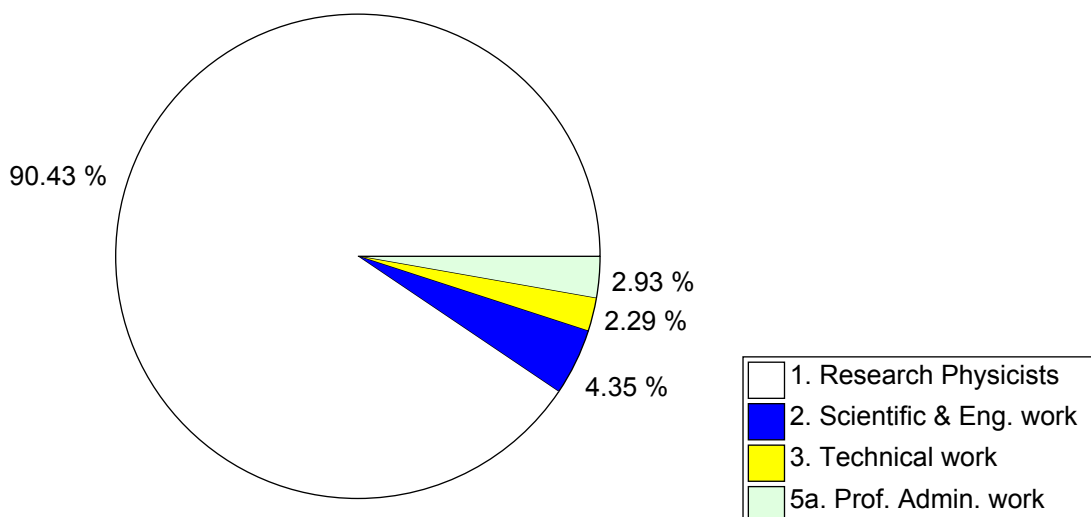
Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
<b>1. Research Physicists</b>	8	74	<b>82</b>	3.24	17	96	<b>113</b>	17.52	127	742	<b>869</b>	75.17
%	9.76	90.24	100		15.04	84.96	100		14.61	85.39	100	
<b>2. Scientific &amp; Eng. work</b>	136	938	<b>1074</b>	42.43	97	340	<b>437</b>	67.75	30	190	<b>220</b>	19.03
%	12.66	87.34	100		22.20	77.80	100		13.64	86.36	100	
<b>3. Technical work</b>	54	819	<b>873</b>	34.49	14	57	<b>71</b>	11.01	5	33	<b>38</b>	3.29
%	6.19	93.81	100		19.72	80.28	100		13.16	86.84	100	
<b>4. Manual work</b>	6	96	<b>102</b>	4.03								
%	5.88	94.12	100									
<b>5a. Prof. Admin. work</b>	77	65	<b>142</b>	5.61	16	7	<b>23</b>	3.57	15	13	<b>28</b>	2.42
%	54.23	45.77	100		69.57	30.43	100		53.57	46.43	100	
<b>5b. Office and Admin. work</b>	231	19	<b>250</b>	9.88		1	<b>1</b>	0.16	1		<b>1</b>	0.09
%	92.40	7.60	100			100.00	100		100.00		100	
<b>5c. Office work</b>	5	3	<b>8</b>	0.32								
%	62.50	37.50	100									
<b>Total</b>	<b>517</b>	<b>2014</b>	<b>2531</b>	100	<b>144</b>	<b>501</b>	<b>645</b>	100	<b>178</b>	<b>978</b>	<b>1156</b>	100

**TABLE 7B. Users by Gender and Professional Category - 31.12.2015**

	Professional Category										Total	%
	1	%	2	%	3	%	4	%	5a	%		
<b>Men</b>	7963	81.13	899	90.99	521	91.73	3	100.00	20	25.00	<b>9406</b>	82.12
<b>Women</b>	1852	18.87	89	9.01	47	8.27			60	75.00	<b>2048</b>	17.88
<b>Total</b>	<b>9815</b>	100	<b>988</b>	100	<b>568</b>	100	<b>3</b>	100	<b>80</b>	100	<b>11454</b>	100

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 7b: Female Users by Professional Category - 31.12.2015**



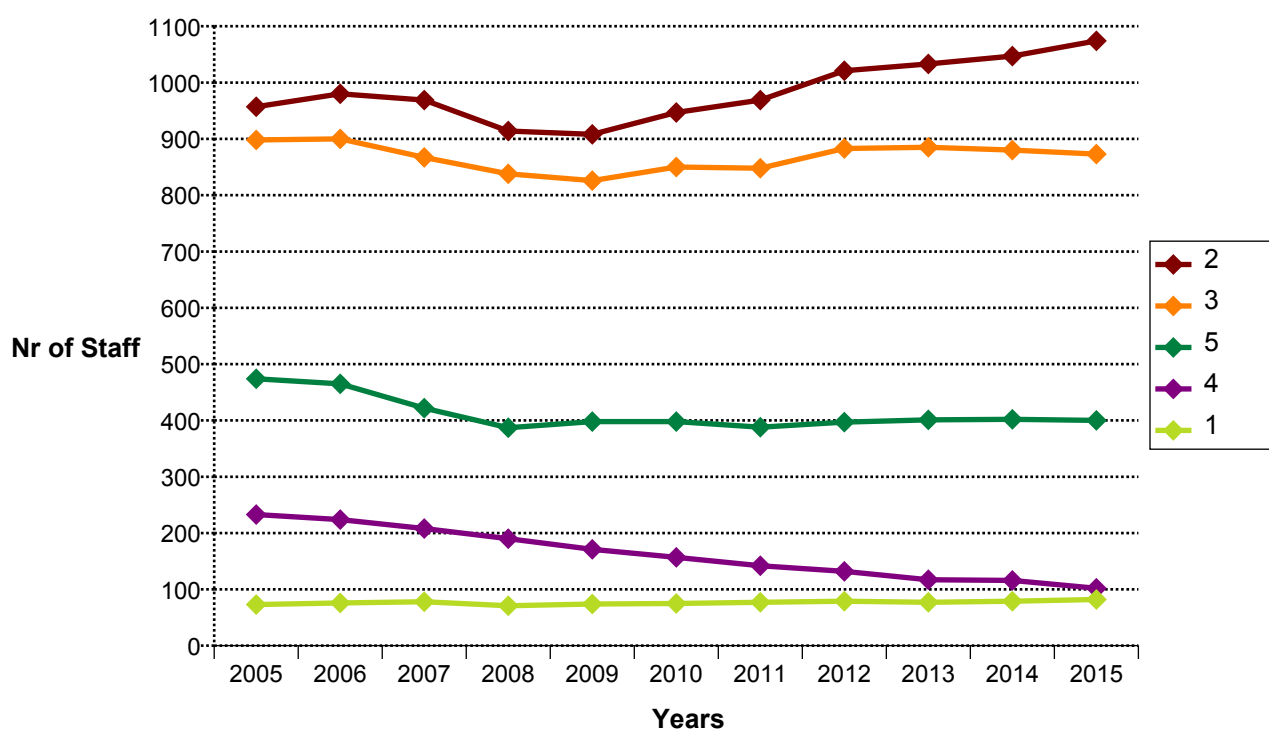


**TABLE 8. Staff Members by Professional Category over the past 10 years**

Prof. Category	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
1	73	76	78	71	74	75	77	79	77	79	82
2	957	980	969	914	908	947	969	1021	1033	1047	1074
3	898	900	867	838	826	850	848	883	885	880	873
4	233	224	208	190	171	157	142	132	117	116	102
5A	122	122	111	106	109	121	120	124	137	139	142
5B	308	303	279	256	266	256	253	260	252	253	250
5C	44	40	32	25	23	21	15	13	12	10	8
<b>Total</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>	<b>2513</b>	<b>2524</b>	<b>2531</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 8. Staff Members by Professional Category over the past 10 years**



**TABLE 9A. Users by Nationality and Professional Category - 31.12.2015**

**Professional Category**

<b>Nationality</b>	<b>1. Research Physicists</b>	<b>2. Scientific &amp; Eng. work</b>	<b>3. Technical work</b>	<b>4. Manual work</b>	<b>5a. Prof. Admin. work</b>	<b>Total</b>
AT	81	7	6		1	95
BE	106	7	3		1	117
BG	61	8	8		3	80
CH	141	19	21	2	7	190
CZ	168	32	14	1	1	216
DE	1099	46	43		6	1194
DK	44	4	4			52
ES	297	37	16		1	351
FI	86	2	2		4	94
FR	522	184	70		13	789
GB	568	54	24		5	651
GR	168	19	2			189
HU	59	9			2	70
IL	39	5	8		2	54
IT	1486	109	161		5	1761
NL	107	25	19		2	153
NO	50	8	1			59
PK	39	10	5			54
PL	251	20	6			277
PT	97	6	2			105
RO	122	10	1		1	134
RS	40	2				42
SE	75	3	2			80
SK	96	12				108
TR	154	5			1	160
NMS	3859	345	150		25	4379
<b>Total</b>	<b>9815</b>	<b>988</b>	<b>568</b>	<b>3</b>	<b>80</b>	<b>11454</b>
<b>%</b>	<b>85.69</b>	<b>8.63</b>	<b>4.96</b>	<b>0.03</b>	<b>0.70</b>	<b>100</b>

**TABLE 9B. Non-Member State Users by Nationality and Professional Category - 31.12.2015**

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
AL	4				4
AM	21	2	1		24
AR	20		2		22
AU	26	3			29
AZ	10				10
BA	1				1
BD	6	1	1		8
BO	2				2
BR	95	23	10	1	129
BY	44	4			48
CA	135	7	3	1	146
CF		1			1
CL	19	1			20
CM	2				2
CN	378	29	7	1	415
CO	33	4			37
CR	1				1
CU	13				13
CY	16	1			17
DZ	6				6
EC	4				4
EE	12	1		1	14
EG	22	1			23
GE	34	6	3		43
HR	37				37
ID	3	7			10
IE	18	1		1	20
IN	237	15	9	1	262
IQ	1				1
IR	40				40
IS	3		1		4
JO		1			1
JP	296	6			302
KE	1			1	2
KP	3				3
KR	131	4	3	1	139
KZ	1				1
LB	14				14
LK	2				2
LT	26	3		1	30
LU	2				2
LV	1				1
LY	1				1
MA	11	2			13
ME	2				2
MG	3				3

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
MK	1				1
MT		5			5
MU	1				1
MX	76	4	2	1	83
MY	17		1		18
NA	1				1
NP	6		1		7
NZ	5		1		6
OM	1				1
PE	6				6
PH	4				4
PS	7				7
QA	1				1
RU	803	136	79	3	1021
SA	1				1
SG	3				3
SI	25	2			27
SN	1				1
SV	1				1
SX	1				1
TH	19	1			20
TN	3				3
TW	43	5	1	2	51
UA	78	4			82
US	967	64	23	10	1064
UZ	5				5
VE	9				9
VN	7				7
ZA	25	1	2		28
ZW	5				5
<b>Total</b>	<b>3859</b>	<b>345</b>	<b>150</b>	<b>25</b>	<b>4379</b>
<b>%</b>	<b>88.13</b>	<b>7.88</b>	<b>3.43</b>	<b>0.57</b>	<b>100</b>

**TABLE 10. Users by nationality and experiment - 31.12.2015**

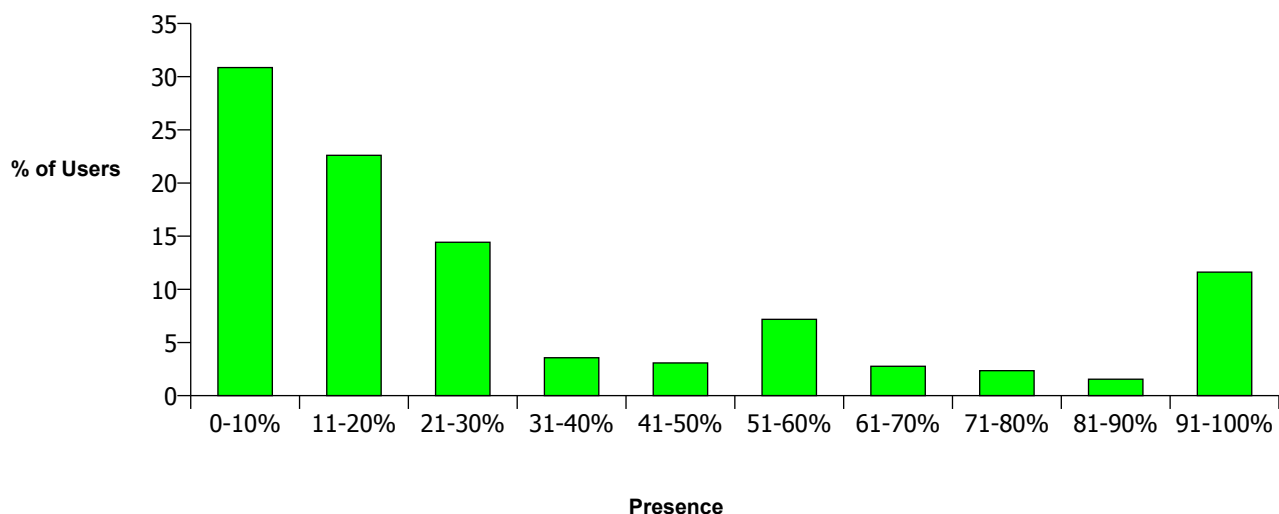
	ATLAS	CMS	ALICE	LHCB	LHC	SPS	PS	RE	R&D	ISOLDE	OTHER	Total
AT	15	41	2				23	8	1	2	3	95
BE	11	78	1	2	1	3	3	1		13	4	117
BG	8	42	3	5		11		1		7	3	80
CH	57	46	3	30	1	11	7	14	4	1	16	190
CZ	125	5	27		8	25	9	2	2	2	11	216
DE	430	242	126	65	2	77	52	82	14	48	56	1194
DK	17	1	9	2		6	3		1	9	4	52
ES	99	82	9	52		6	21	19	12	16	35	351
FI	2	40	9		7	6	20	2		4	4	94
FR	248	132	105	64		51	23	51	26	29	60	789
GB	301	114	21	100	1	11	25	9	4	30	35	651
GR	77	50	10	4	2	1	5	3	9	2	26	189
HU	3	25	23		2	5	4		2	4	2	70
IL	41	1		1		1	4		1	1	4	54
IT	439	458	188	156	33	173	63	131	51	10	59	1761
NL	58	11	17	44		2	1	4	6	1	9	153
NO	25	1	25			1	2			3	2	59
PK	6	34	11			1	1				1	54
PL	60	37	34	34	2	69	6	3	2	8	22	277
PT	33	10	2	2		9	7	13	11	17	1	105
RO	39	14	21	12	1	5	10	2	2	15	13	134
RS	15	11				6				2	8	42
SE	45	5	7	2			2			12	7	80
SK	41	4	36	3	1	10			1	10	2	108
TR	34	94	7	2		1	1	3	4	1	13	160
NMS	1522	1349	545	210	16	206	121	137	39	50	184	4379
<b>Total</b>	<b>3751</b>	<b>2927</b>	<b>1241</b>	<b>790</b>	<b>77</b>	<b>697</b>	<b>413</b>	<b>485</b>	<b>192</b>	<b>297</b>	<b>584</b>	<b>11454</b>

**TABLE 11. Users by professional category and yearly presence in % at CERN - 31.12.2015**

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	Total
0-10%	2960	368	182		24	3534
11-20%	2250	196	135	1	7	2589
21-30%	1429	131	85	2	6	1653
31-40%	365	29	12		2	408
41-50%	311	21	18		3	353
51-60%	722	66	31		3	822
61-70%	253	35	29			317
71-80%	242	10	17			269
81-90%	173	3	2			178
91-100%	1110	129	57		35	1331
<b>Total</b>	<b>9815</b>	<b>988</b>	<b>568</b>	<b>3</b>	<b>80</b>	<b>11454</b>
%	85.69	8.63	4.96	0.03	0.70	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 11: Users by yearly presence in % at CERN - 31.12.2015**

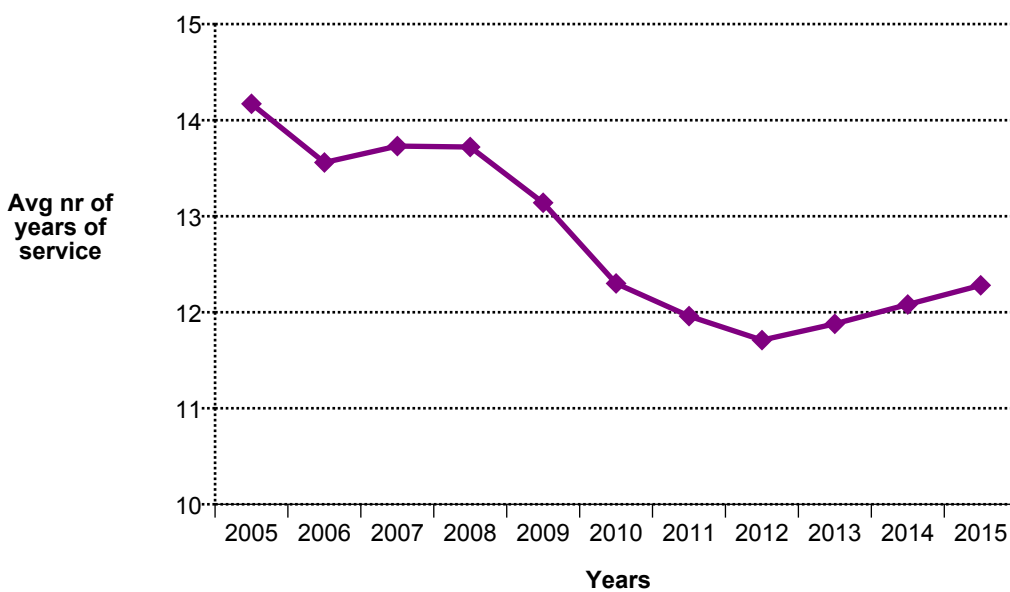


**TABLE 12. Staff Members by Type of Contract and Years of Service - 31.12.2015**

	Limited Duration Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>= 35			47	7	47	7	54	2.13
30-34			131	17	131	17	148	5.85
25-29			113	5	113	5	118	4.66
20-24			236	11	236	11	247	9.76
15-19			334	22	334	22	356	14.07
10-14			490	32	490	32	522	20.62
5-9	28		310	6	338	6	344	13.59
0-4	715	6	20	1	735	7	742	29.32
<b>Total</b>	<b>743</b>	<b>6</b>	<b>1681</b>	<b>101</b>	<b>2424</b>	<b>107</b>	<b>2531</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 12: Evolution in the Average Number of Years of Service of Staff Members over the last 10 years**



**TABLE 13A. Staff Members by Professional Category and Type of Contract - 31.12.2015**

Professional Category	Type of Contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	41	50.00	41	50.00	82	3.24
2. Scientific & Eng. work	295	27.47	779	72.53	1074	42.43
3. Technical work	250	28.64	623	71.36	873	34.49
4. Manual work	40	39.22	62	60.78	102	4.03
5a. Prof. Admin. work	41	28.87	101	71.13	142	5.61
5b. Office and Admin. work	82	32.80	168	67.20	250	9.88
5c. Office work			8	100.00	8	0.32
<b>Total</b>	<b>749</b>	<b>29.59</b>	<b>1782</b>	<b>70.41</b>	<b>2531</b>	<b>100</b>

**TABLE 13B. Staff Members by Gender and Type of Contract - 31.12.2015**

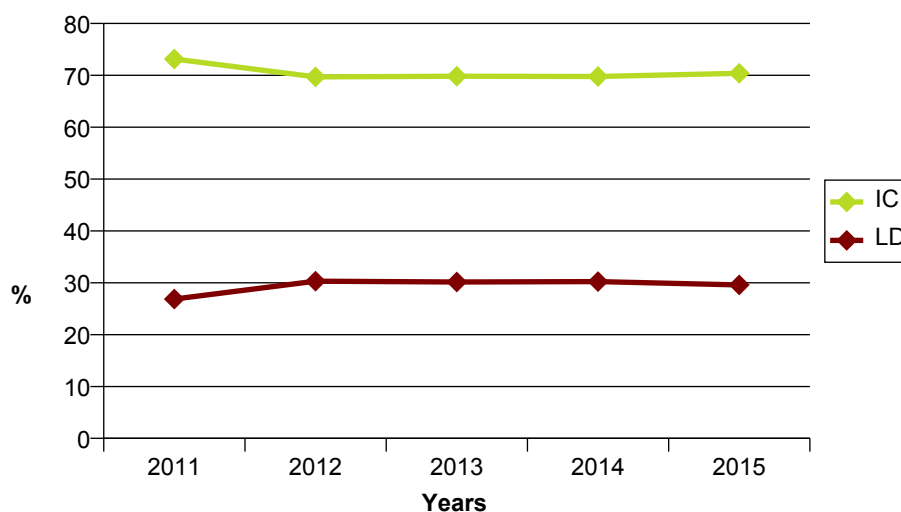
Gender	Limited Duration Contract	%	Indefinite Contract	%	Total	%
	Men	595	29.54	1419		
Women	154	29.79	363	70.21	517	20.43
<b>Total</b>	<b>749</b>	<b>29.59</b>	<b>1782</b>	<b>70.41</b>	<b>2531</b>	<b>100</b>



**Table 14. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years**

		2011	%	2012	%	2013	%	2014	%	2015	%
1	LD	34	44.16	38	48.10	35	45.45	38	48.10	41	50.00
	IC	43	55.84	41	51.90	42	54.55	41	51.90	41	50.00
2	LD	235	24.25	283	27.72	288	27.88	286	27.32	295	27.47
	IC	734	75.75	738	72.28	745	72.12	761	72.68	779	72.53
3	LD	236	27.83	280	31.71	277	31.30	275	31.25	250	28.64
	IC	612	72.17	603	68.29	608	68.70	605	68.75	623	71.36
4	LD	40	28.17	38	28.79	35	29.91	43	37.07	40	39.22
	IC	102	71.83	94	71.21	82	70.09	73	62.93	62	60.78
5A	LD	33	27.50	38	30.65	42	30.66	39	28.06	41	28.87
	IC	87	72.50	86	69.35	95	69.34	100	71.94	101	71.13
5B	LD	70	27.67	81	31.15	79	31.35	81	32.02	82	32.80
	IC	183	72.33	179	68.85	173	68.65	172	67.98	168	67.20
5C	LD	3	20.00	3	23.08	2	16.67	1	10.00		
	IC	12	80.00	10	76.92	10	83.33	9	90.00	8	100.00
Total	LD	651	26.86	761	30.29	758	30.16	763	30.23	749	29.59
	IC	1773	73.14	1751	69.71	1755	69.84	1761	69.77	1782	70.41
Grand Total		2424		2512		2513		2524		2531	

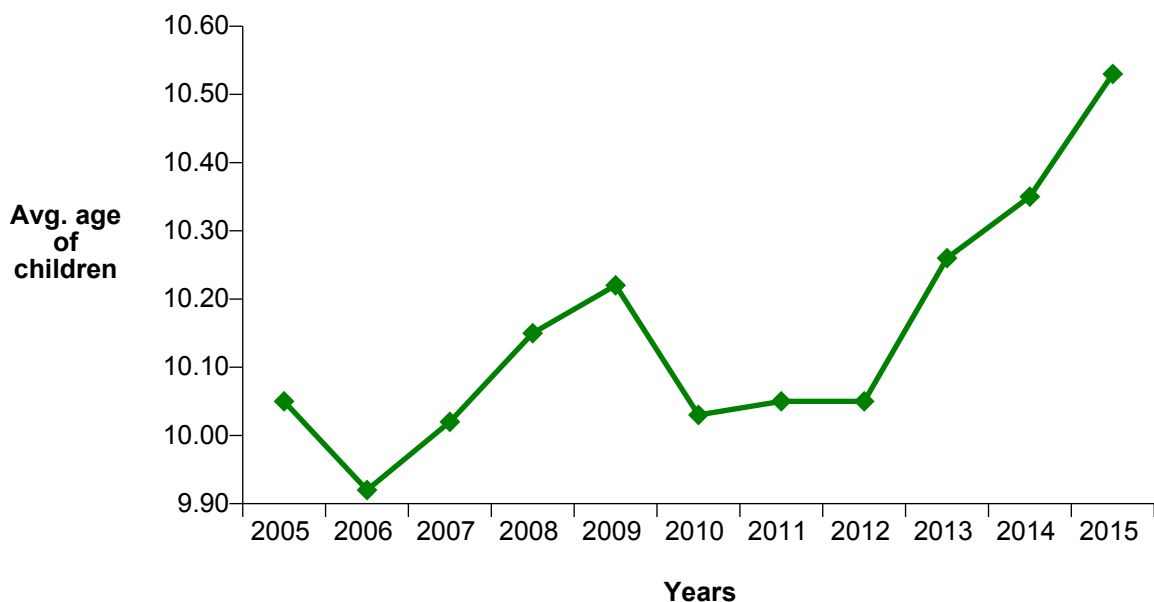
**Figure 14: Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years**



**TABLE 15. 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.
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
2013	1994	2893	394	10.26
2014	2031	2919	398	10.35
2015	2035	2912	374	10.53

**Figure 15: Evolution in the Average Age of Children of Members of the Personnel over the last 10 years**



**TABLE 16. Staff Members by Nationality and Type of Residence - 31.12.2015**

Nationality	SRR 1996 or prior				SRR 2007 or later				Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity			
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	31	3.22			17	2.65	1	0.18	49	1.94
BE	88	9.15	1	0.26	16	2.49	3	0.55	108	4.27
BG	5	0.52			5	0.78	1	0.18	11	0.43
CH	36	3.74	59	15.28	8	1.25	67	12.38	170	6.72
CZ	3	0.31			5	0.78	1	0.18	9	0.36
DE	123	12.79	6	1.55	50	7.79	6	1.11	185	7.31
DK	13	1.35			4	0.62	2	0.37	19	0.75
ES	59	6.13	9	2.33	72	11.21	9	1.66	149	5.89
FI	12	1.25			10	1.56	2	0.37	24	0.95
FR	175	18.19	283	73.32	137	21.34	404	74.68	999	39.47
GB	124	12.89	6	1.55	59	9.19	20	3.70	209	8.26
GR	9	0.94			15	2.34	2	0.37	26	1.03
HU	4	0.42			8	1.25	1	0.18	13	0.51
IL					2	0.31			2	0.08
IT	143	14.86	17	4.40	116	18.07	11	2.03	287	11.34
NL	56	5.82	1	0.26	11	1.71	1	0.18	69	2.73
NO	6	0.62			6	0.93			12	0.47
PL	22	2.29			39	6.07	1	0.18	62	2.45
PT	18	1.87	4	1.04	32	4.98	3	0.55	57	2.25
RO					11	1.71	2	0.37	13	0.51
RS					3	0.47			3	0.12
SE	21	2.18			5	0.78	3	0.55	29	1.15
SK	9	0.94			5	0.78			14	0.55
NMS	5	0.52			6	0.93	1	0.18	12	0.47
<b>Total</b>	<b>962</b>	<b>100</b>	<b>386</b>	<b>100</b>	<b>642</b>	<b>100</b>	<b>541</b>	<b>100</b>	<b>2531</b>	<b>100</b>

SRR = Staff Rules and Regulations

**TABLE 17. Other Members of the Personnel by Nationality and Status -  
31.12.2015**

	Fellows		Appr.		Stud. & Train.*		MPA (excl. Users) *		Users		Grand Total	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	16	2.48			23	4.44	16	1.38	95	0.83	150	1.09
BE	10	1.55			3	0.58	9	0.78	117	1.02	139	1.01
BG	7	1.09			2	0.39	12	1.04	80	0.70	101	0.73
CH	18	2.79	18	85.71	11	2.12	33	2.85	190	1.66	270	1.96
CZ	7	1.09			4	0.77	5	0.43	216	1.89	232	1.68
DE	71	11.01	1	4.76	67	12.93	92	7.96	1194	10.42	1425	10.33
DK	2	0.31			2	0.39	4	0.35	52	0.45	60	0.43
ES	81	12.56	1	4.76	59	11.39	110	9.52	351	3.06	602	4.36
FI	10	1.55			12	2.32	14	1.21	94	0.82	130	0.94
FR	64	9.92			41	7.92	84	7.27	789	6.89	978	7.09
GB	43	6.67			16	3.09	65	5.62	651	5.68	775	5.62
GR	32	4.96			55	10.62	37	3.20	189	1.65	313	2.27
HU	9	1.40			17	3.28	12	1.04	70	0.61	108	0.78
IL	1	0.16					11	0.95	54	0.47	66	0.48
IT	125	19.38	1	4.76	77	14.86	255	22.06	1761	15.37	2219	16.09
NL	6	0.93			9	1.74	15	1.30	153	1.34	183	1.33
NO	10	1.55			11	2.12	5	0.43	59	0.52	85	0.62
PK							4	0.35	54	0.47	58	0.42
PL	46	7.13			56	10.81	52	4.50	277	2.42	431	3.12
PT	19	2.95			22	4.25	15	1.30	105	0.92	161	1.17
RO	5	0.78			7	1.35	6	0.52	134	1.17	152	1.10
RS	3	0.47			1	0.19	3	0.26	42	0.37	49	0.36
SE	5	0.78			3	0.58	11	0.95	80	0.70	99	0.72
SK	8	1.24			3	0.58	4	0.35	108	0.94	123	0.89
TR							6	0.52	160	1.40	166	1.20
NMS	47	7.29			17	3.28	276	23.88	4379	38.23	4719	34.21
<b>Total</b>	<b>645</b>	<b>100</b>	<b>21</b>	<b>100</b>	<b>518</b>	<b>100</b>	<b>1156</b>	<b>100</b>	<b>11454</b>	<b>100</b>	<b>13794</b>	<b>100</b>
%	4.68		0.15		3.76		8.38		83.04		100	

\* partially or totally paid by CERN

**TABLE 18. Staff Members by Nationality and Professional Category - 31.12.2015**

Nat.	Professional Category							Total
	1	2	3	4	5a	5b	5c	
AT	2	41	3		2	1		49
BE	2	48	39		13	6		108
BG		7	2		1	1		11
CH		51	68	3	8	39	1	170
CZ		6	1	1		1		9
DE	18	118	31	1	11	6		185
DK	1	11	5			2		19
ES	6	92	31	8	6	6		149
FI	1	5	5	5	4	4		24
FR	7	204	530	71	45	136	6	999
GB	8	93	51	8	26	23		209
GR	3	17	4			2		26
HU	1	7	3		1	1		13
IL	1	1						2
IT	18	203	42	1	13	9	1	287
NL	2	39	23	1	3	1		69
NO	1	2	6		2	1		12
PL	1	48	9		3	1		62
PT	3	33	16	2	2	1		57
RO		9	2			2		13
RS	1	2						3
SE		18	2	1	2	6		29
SK		13				1		14
NMS	6	6						12
<b>Total</b>	<b>82</b>	<b>1074</b>	<b>873</b>	<b>102</b>	<b>142</b>	<b>250</b>	<b>8</b>	<b>2531</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 19. Staff Members by Nationality, Career Path and Gender - 31.12.2015**

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	1	1		2	1	25	5	19	3	1		49	10
BE			1	1	9	3	35	5	30	7	26		7		108	16
BG			1	1	1		1		5	3	3				11	4
CH			22	13	43	18	46	10	33	5	21	3	5		170	49
CZ	1		1	1			1		5	1	1				9	2
DE	1		3	3	8	2	26	2	62	6	69	3	15	1	184	17
DK			2	2			5		7		4		1		19	2
ES	5	1	8	3	12	3	20	2	81	24	19	5	4		149	38
FI	2		4		1		7	4	5		4		1		24	4
FR	23	3	157	39	395	85	168	34	171	47	73	17	12	1	999	226
GB	7	2	9	5	32	12	34	9	67	17	44	4	16	2	209	51
GR			2	2			4		13	1	6		1	1	26	4
HU			1	1	1	1	2		8	2	1	1			13	5
IL									2						2	
IT	1		7	4	20	3	25	2	131	22	82	11	21	3	287	45
NL	1		1		5	1	18	1	18	2	21		5	1	69	5
NO					3	2	4	1	1		3		1		12	3
PL			1	1	6	1	3		45	7	6	1	1		62	10
PT	2		1		7		9	1	31	4	7	2			57	7
RO			1	1	2	2	1		9	1					13	4
RS									3						3	
SE	1		2	2	3	3	3	1	5	2	14	2	1		29	10
SK					1	1			8	1	4		1		14	2
NMS									8	1	3	2	1		12	3
<b>Total</b>	<b>44</b>	<b>6</b>	<b>225</b>	<b>80</b>	<b>550</b>	<b>137</b>	<b>414</b>	<b>73</b>	<b>773</b>	<b>158</b>	<b>430</b>	<b>54</b>	<b>94</b>	<b>9</b>	<b>2530</b>	<b>517</b>

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

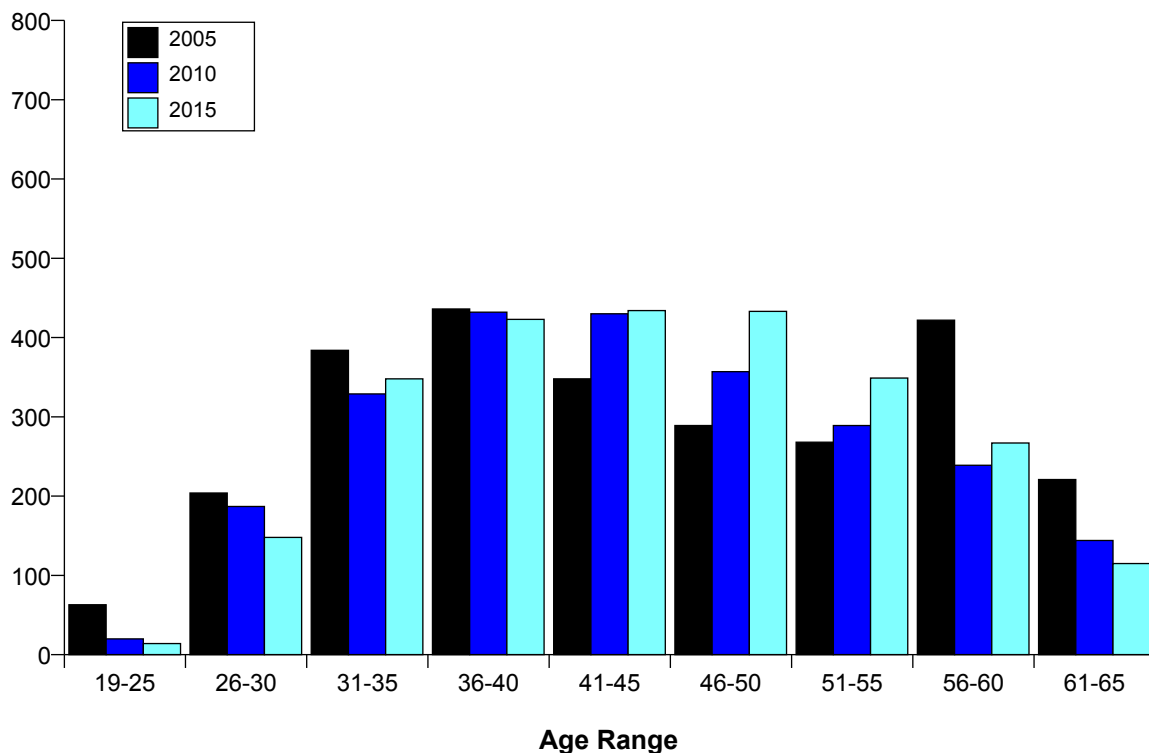
**TABLE 20. Staff Members by Nationality, Gender and Professional Category - 31.12.2015**

		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	1	6	1		1	1		10
	M	1	35	2		1			39
BE	F		3	3		4	6		16
	M	2	45	36		9			92
BG	F		3				1		4
	M		4	2		1			7
CH	F		4	5		4	35	1	49
	M		47	63	3	4	4		121
CZ	F		1				1		2
	M		5	1	1				7
DE	F		4	2		6	5		17
	M	18	114	29	1	5	1		168
DK	F						2		2
	M	1	11	5					17
ES	F	1	24	4	1	4	4		38
	M	5	68	27	7	2	2		111
FI	F						4		4
	M	1	5	5	5	4			20
FR	F		34	27	3	31	127	4	226
	M	7	170	503	68	14	9	2	773
GB	F	1	6	4	2	16	22		51
	M	7	87	47	6	10	1		158
GR	F		2				2		4
	M	3	15	4					22
HU	F		2	1		1	1		5
	M	1	5	2					8
IL	M	1	1						2
IT	F	3	28	1		5	8		45
	M	15	175	41	1	8	1	1	242
NL	F		2	2		1			5
	M	2	37	21	1	2	1		64
NO	F			2			1		3
	M	1	2	4		2			9
PL	F	1	5	1		2	1		10
	M		43	8		1			52
PT	F		5			1	1		7
	M	3	28	16	2	1			50
RO	F		1	1			2		4
	M		8	1					9
RS	M	1	2						3
SE	F		3			1	6		10
	M		15	2	1	1			19
SK	F		1				1		2
	M		12						12
NMS	F	1	2						3
	M	5	4						9
Total	F	8	136	54	6	77	231	5	517
	M	74	938	819	96	65	19	3	2014
		82	1074	873	102	142	250	8	2531

**TABLE 21. Evolution in the Number of Staff Members by Age Range over the last 10 years**

	2005	2010	2015
19-25	63	20	14
26-30	204	187	148
31-35	384	329	348
36-40	436	432	423
41-45	348	430	434
46-50	289	357	433
51-55	268	289	349
56-60	422	239	267
61-65	221	144	115
<b>Total</b>	<b>2635</b>	<b>2427</b>	<b>2531</b>

**Figure 21: Evolution in the Number of Staff Members by Age Range over the last 10 years**

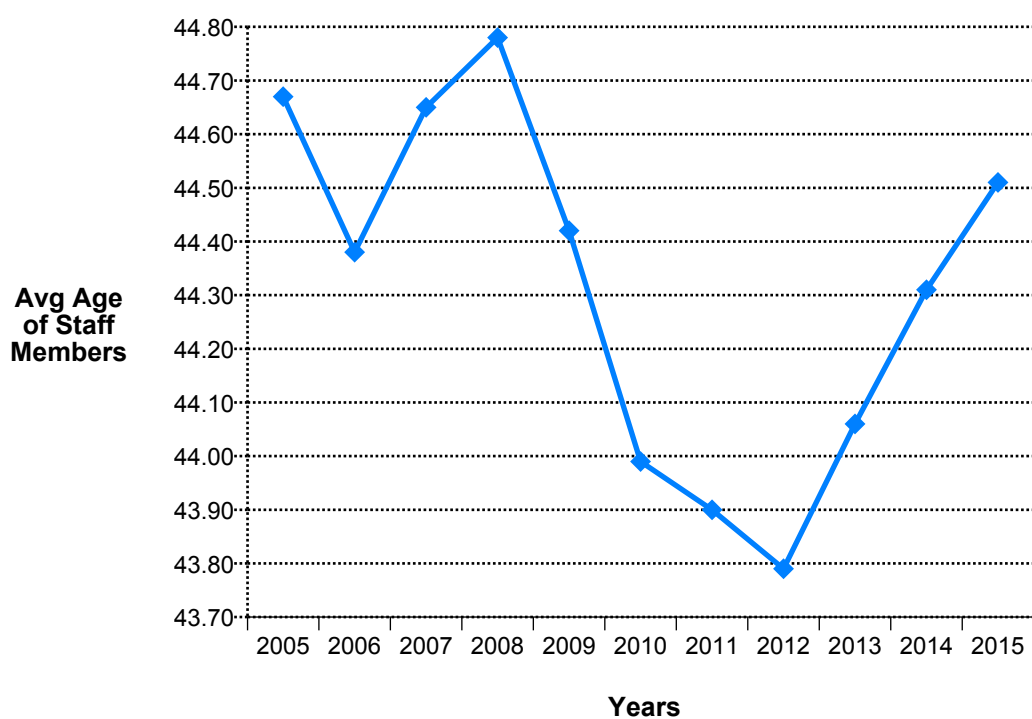




**TABLE 22. Staff Members by Age Range and Professional Category - 31.12.2015**

	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	48	34	9	6	9	1	114	4.50
56-60	6	121	86	12	18	20	4	267	10.55
51-55	15	165	96	17	24	30	2	349	13.79
46-50	6	195	157	10	25	39	1	433	17.11
41-45	9	168	163	10	31	53		434	17.15
36-40	22	175	140	24	15	47		423	16.71
31-35	16	149	122	18	19	24		348	13.75
26-30		53	64	2	4	25		148	5.85
<= 25			11			3		14	0.55
<b>Total</b>	<b>82</b>	<b>1074</b>	<b>873</b>	<b>102</b>	<b>142</b>	<b>250</b>	<b>8</b>	<b>2531</b>	<b>100</b>
<b>Average Age</b>	45.1	45.0	43.7	45.5	46.1	43.2	55.3	<b>44.5</b>	

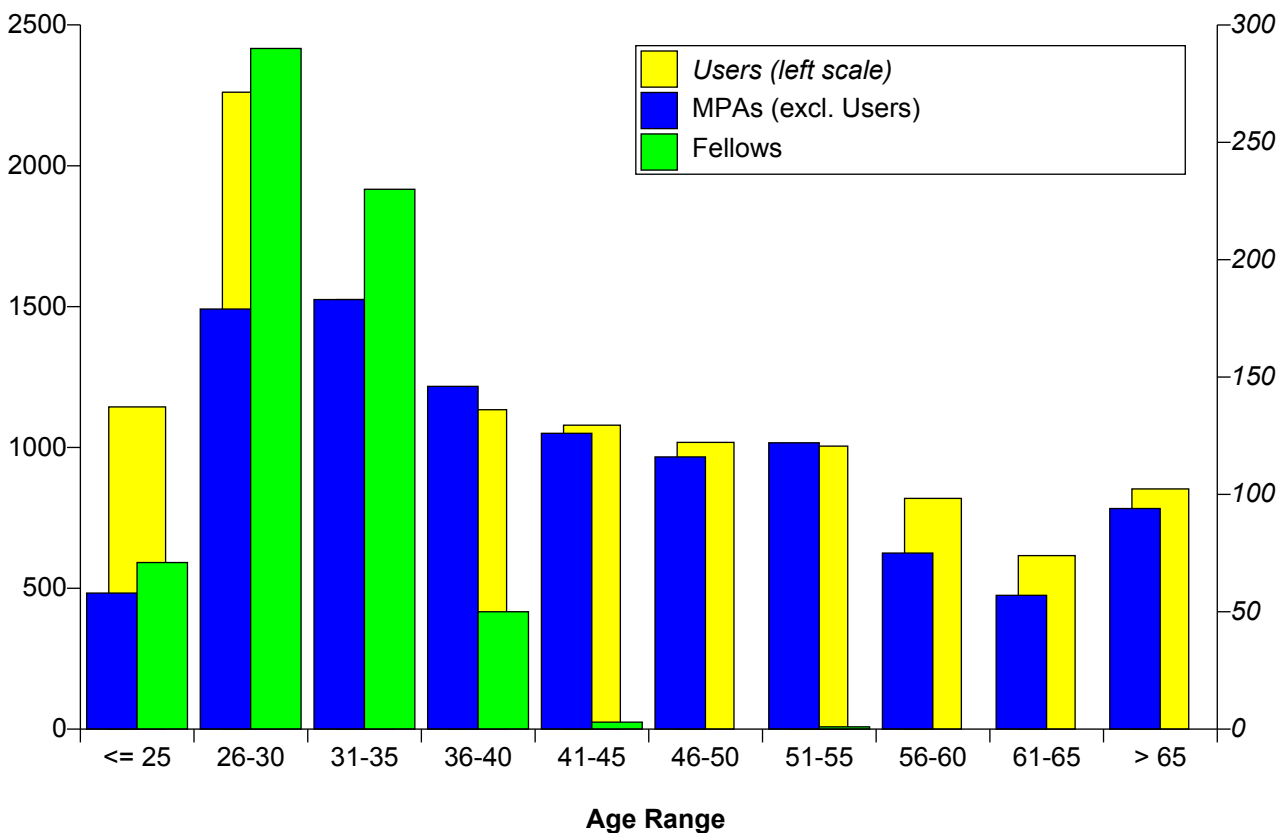
**Figure 22: Evolution in the Average Age of Staff Members over the last 10 years**



**TABLE 23. Fellows and MPAs by Age Range - 31.12.2015**

	Fellows		MPA (excl. Users)		Users		Grand Total	
<= 25	71	11.01 %	58	5.02 %	1144	9.99 %	<b>1273</b>	9.60 %
26-30	290	44.96 %	179	15.48 %	2261	19.74 %	<b>2730</b>	20.60 %
31-35	230	35.66 %	183	15.83 %	1525	13.31 %	<b>1938</b>	14.62 %
36-40	50	7.75 %	146	12.63 %	1134	9.90 %	<b>1330</b>	10.03 %
41-45	3	0.47 %	126	10.90 %	1079	9.42 %	<b>1208</b>	9.11 %
46-50			116	10.03 %	1018	8.89 %	<b>1134</b>	8.56 %
51-55	1	0.16 %	122	10.55 %	1005	8.77 %	<b>1128</b>	8.51 %
56-60			75	6.49 %	819	7.15 %	<b>894</b>	6.74 %
61-65			57	4.93 %	616	5.38 %	<b>673</b>	5.08 %
> 65			94	8.13 %	853	7.45 %	<b>947</b>	7.14 %
<b>Total</b>	<b>645</b>	<b>100 %</b>	<b>1156</b>	<b>100 %</b>	<b>11454</b>	<b>100 %</b>	<b>13255</b>	<b>100 %</b>

**Figure 23: Fellows and MPAs by Age Range - 31.12.2015**



**TABLE 24. 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	Total
2005	43	48	50	36	14	14	4			<b>209</b>
	20.57	22.97	23.92	17.22	6.70	6.70	1.91			100
2006	15	55	58	26	10	7	4	2		<b>177</b>
	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			<b>77</b>
	11.69	35.06	28.57	10.39	11.69	1.30	1.30			100
2008	8	31	16	16	12	1	3	3		<b>90</b>
	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		<b>152</b>
	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		<b>229</b>
	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			<b>161</b>
	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	<b>195</b>
	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			<b>119</b>
	10.08	31.09	31.93	15.13	5.04	5.88	0.84			100
2014	11	40	51	27	13	5	2		1	<b>150</b>
	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		<b>163</b>
	6.13	34.97	29.45	16.56	7.36	3.07	1.84	0.61		100

Average age of arrivals

	1	2	3	4	5a	5b	Total
in 2015:	34.00	33.04	32.26	36.88	35.71	32.65	<b>33.12</b>

**TABLE 25. Average Age by Professional Category, Status and Type of Contract - 31.12.2015**

		Professional Category								
		1	2	3	4	5a	5b	5c		
<b>Staff</b>	<b>LD</b>	38.37	35.22	35.98	36.28	38.56	35.49		<b>35.91</b>	<b>44.51</b>
	<b>IC</b>	51.88	48.74	46.80	51.44	49.23	46.99	55.25	<b>48.12</b>	
<b>Fellows</b>	<b>LD</b>	31.87	30.20	25.82		31.78	25.00		<b>30.06</b>	
<b>MPA (excl. User)</b>	<b>LD</b>	45.52	35.44	41.34		40.68	30.00		<b>43.34</b>	
<b>Users</b>		1	2	3	4	5a				
		41.03	45.46	48.29	55.00	43.85	<b>41.79</b>			

**TABLE 26. Staff Members by Professional Category and Years of Service - 31.12.2015**

Completed Years of Service in 2015	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
<b>&gt;= 35</b>		15	24	1	2	10	2	<b>54</b>	<b>2.13</b>
<b>30-34</b>	1	67	51	6	7	15	1	<b>148</b>	<b>5.85</b>
<b>25-29</b>	5	69	30	1	6	7		<b>118</b>	<b>4.66</b>
<b>20-24</b>	13	138	64	1	20	11		<b>247</b>	<b>9.76</b>
<b>15-19</b>	7	203	104	1	26	14	1	<b>356</b>	<b>14.07</b>
<b>10-14</b>	5	152	212	47	20	83	3	<b>522</b>	<b>20.62</b>
<b>5-9</b>	10	137	139	8	20	29	1	<b>344</b>	<b>13.59</b>
<b>0-4</b>	41	293	249	37	41	81		<b>742</b>	<b>29.32</b>
<b>Total</b>	<b>82</b>	<b>1074</b>	<b>873</b>	<b>102</b>	<b>142</b>	<b>250</b>	<b>8</b>	<b>2531</b>	<b>100</b>

<b>Average Years of Service of Staff Members</b>	<b>9.45</b>	<b>13.29</b>	<b>11.84</b>	<b>9.21</b>	<b>12.51</b>	<b>11.25</b>	<b>20.88</b>	<b>12.28</b>
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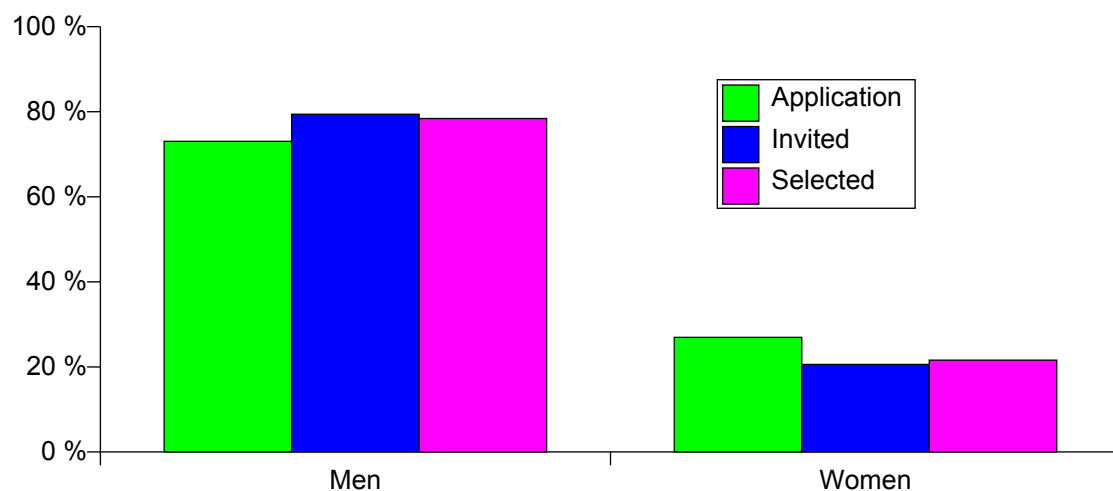
<b>Professional Categories</b>	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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## Staff Recruitment

**TABLE 27. Candidates Applied, Invited/Appeared for Selection Boards and Appointments Offered/Refused During 2015 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	F	M	Total	
AT	13	30	43	4	5	9	1	1	2							
BE	40	105	145	4	7	11					2	2				1.38 %
BG	35	101	136	2	2	4										
CH	467	640	1107	14	22	36	2		2	2	9	11		1	1	0.99 %
CZ	13	44	57	2	4	6				1	1	2				3.51 %
DE	78	194	272	5	16	21				1	3	4				1.47 %
DK	9	38	47	1	3	4				1		1				2.13 %
ES	189	615	804	15	46	61		2	2	5	13	18		1	1	2.24 %
FI	33	89	122	1	8	9					4	4				3.28 %
FR	977	2402	3379	34	164	198		8	8	13	41	54	1		1	1.60 %
GB	126	431	557	10	42	52	1	5	6	1	15	16				2.87 %
GR	120	294	414	6	12	18				2	3	5				1.21 %
HU	38	72	110		6	6					2	2				1.82 %
IL	19	91	110		2	2					1	1				0.91 %
IT	322	1046	1368	21	74	95	2	5	7	6	18	24	1		1	1.75 %
NL	20	64	84	1	9	10		1	1		2	2		1	1	2.38 %
NO	20	122	142	1	6	7										
PK	14	116	130													
PL	90	342	432	2	25	27		1	1	2	5	7		1	1	1.62 %
PT	73	308	381	1	10	11					2	2				0.52 %
RO	61	148	209		5	5		1	1		2	2				0.96 %
RS	17	69	86		4	4					1	1				1.16 %
SE	28	70	98		4	4		1	1		1	1		1	1	1.02 %
SK	18	80	98		2	2		1	1							
TR	23	71	94		1	1										
NMS	429	1282	1711	2	7	9		1	1	1	2	3	1		1	0.18 %
<b>Total</b>	<b>3272</b>	<b>8864</b>	<b>12136</b>	<b>126</b>	<b>486</b>	<b>612</b>	<b>6</b>	<b>27</b>	<b>33</b>	<b>35</b>	<b>127</b>	<b>162</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>1.33 %</b>

**Figure 27: Candidates Applied, Invited and Selected in 2015 by Gender**



**TABLE 28. Return on Staff Applicants by Nationality in 2015**

	<b>Nr Applicants</b>	<b>% Applicants</b>	<b>Contribution</b>	<b>Return on Applicants</b>
AT	43	0.35 %	2.21 %	16.02 %
BE	145	1.19 %	2.76 %	43.26 %
BG	136	1.12 %	0.29 %	387.07 %
CH	1107	9.12 %	3.87 %	235.52 %
CZ	57	0.47 %	1.00 %	46.84 %
DE	272	2.24 %	20.47 %	10.95 %
DK	47	0.39 %	1.77 %	21.83 %
ES	804	6.62 %	7.82 %	84.74 %
FI	122	1.01 %	1.38 %	72.91 %
FR	3379	27.84 %	15.13 %	184.04 %
GB	557	4.59 %	14.26 %	32.18 %
GR	414	3.41 %	1.45 %	235.89 %
HU	110	0.91 %	0.62 %	145.32 %
IL	110	0.91 %	1.34 %	67.55 %
IT	1368	11.27 %	11.06 %	101.89 %
NL	84	0.69 %	4.55 %	15.20 %
NO	142	1.17 %	2.80 %	41.73 %
PK	130	1.07 %	0.06 %	1717.14 %
PL	432	3.56 %	2.75 %	129.68 %
PT	381	3.14 %	1.15 %	274.15 %
RO	209	1.72 %	0.78 %	221.49 %
RS	86	0.71 %	0.10 %	743.20 %
SE	98	0.81 %	2.82 %	28.67 %
SK	98	0.81 %	0.49 %	164.83 %
TR	94	0.77 %	0.35 %	224.48 %
<b>NMS</b>	1711	14.10 %		
<b>Total</b>	<b>12136</b>	<b>100 %</b>		

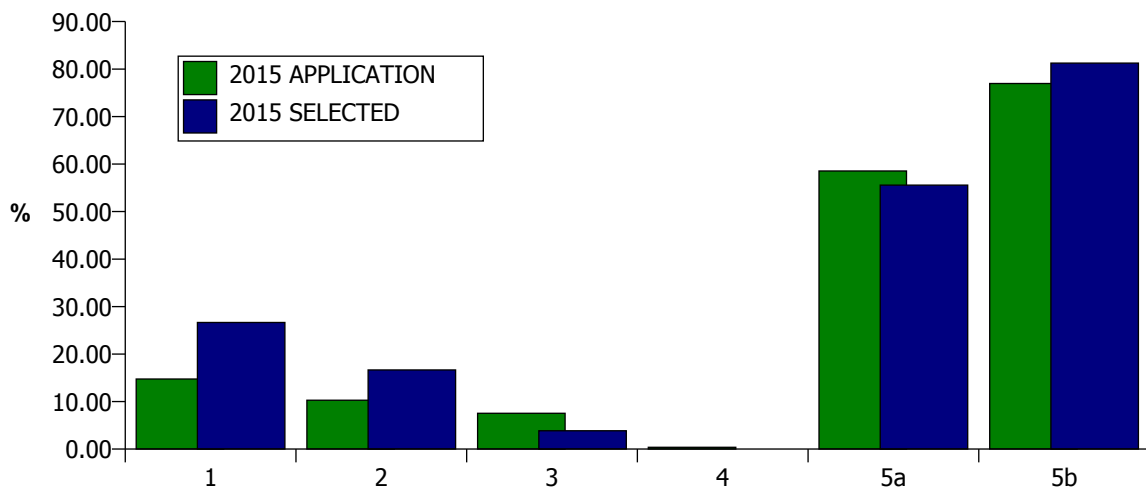
**TABLE 29. Vacancies Published and Filled During 2015**

Vacancies published in 2015	132
Vacancies published and filled in 2015	93
Vacancies published in 2015 and open as at 31.12.	39
Vacancies republished in 2015	8

**TABLE 30. Candidates Applied and Selected by Professional Category in 2015**

	Application		Selected	
	F	M	F	M
<b>1</b>	14.77 %	85.23 %	26.67 %	73.33 %
<b>2</b>	10.28 %	89.72 %	16.67 %	83.33 %
<b>3</b>	7.54 %	92.46 %	3.85 %	96.15 %
<b>4</b>	0.39 %	99.61 %		100.00 %
<b>5a</b>	58.54 %	41.46 %	55.56 %	44.44 %
<b>5b</b>	76.96 %	23.04 %	81.25 %	18.75 %

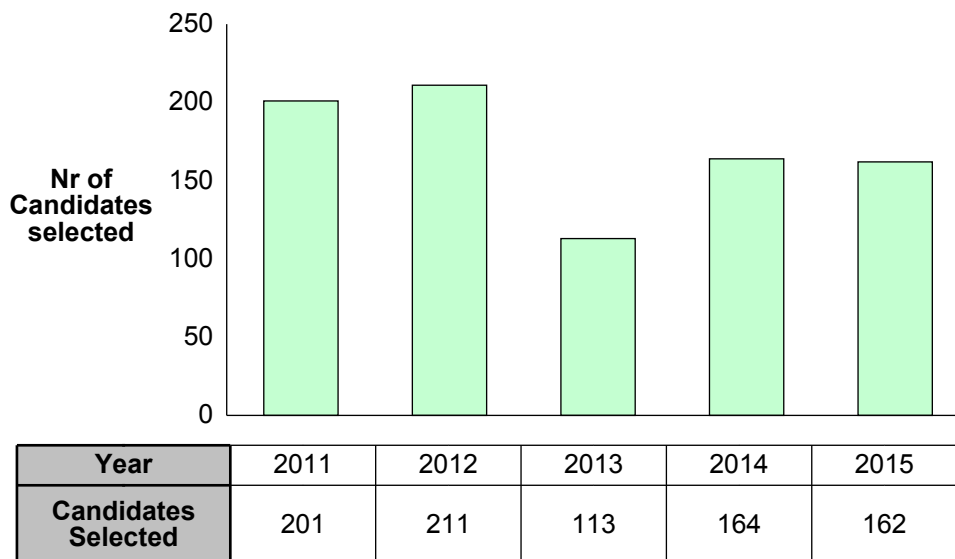
**Figure 30: Female Candidates Applied and Selected by Professional Category**



**TABLE 31. Number of Staff candidates selected by nationality over the past 5 years**

	2011	2012	2013	2014	2015	Total
AT	4	6	1	3		14
BE	4	3	4	4	2	17
BG	2	1				3
CH	11	10	2	9	11	43
CZ		2		2	2	6
DE	9	10	7	11	4	41
DK	3	1		2	1	7
ES	14	18	12	20	18	82
FI	3	1		2	4	10
FR	80	75	46	48	54	303
GB	14	20	5	13	16	68
GR	6	4	3	2	5	20
HU	1	3	1	1	2	8
IL	1			2	1	4
IT	25	25	18	17	24	109
NL	1	3	1	2	2	9
NO	1			1		2
PL	6	8	5	8	7	34
PT	4	11	4	7	2	28
RO	5	2	1	4	2	14
RS				1	1	2
SE	1	3		2	1	7
SK	2	2				4
NMS	4	3	3	3	3	16
<b>Total</b>	<b>201</b>	<b>211</b>	<b>113</b>	<b>164</b>	<b>162</b>	<b>851</b>

**Figure 31: Number of Staff candidates selected over the past 5 years**





**TABLE 32. Staff Members Recruited (Arrivals) in 2015 by Professional Category**

Professional Category						
1	2	3	4	5a	5b	Total
10	71	50	8	7	17	163

Staff on LD contracts granted an IC contract with starting date in 2015

2	3	5a	5b	Total
30	37	1	3	71

Staff with LD extension rates by professional category as at 31.12.2015

	1	2	3	4	5a	5b	5c	Total
<b>Nr of eligible *</b>	3	61	71	14	4	15	1	169
<b>Nr of extended</b>	1	11	7	3	1	2		25

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

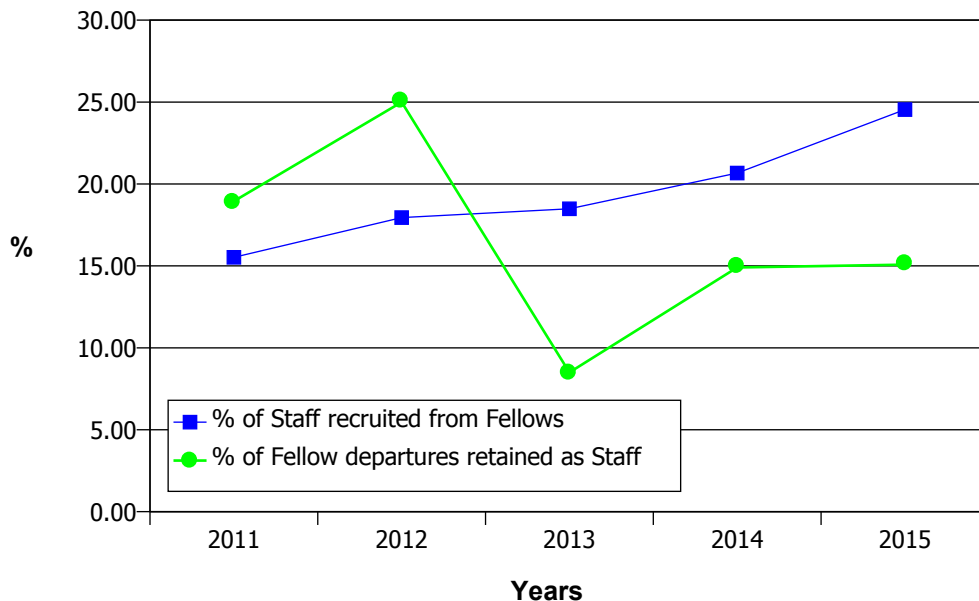
Staff members recruited (Arrivals) by previous status

From	1	2	3	4	5a	5b	Total
<b>Fellows *</b>	6	26	7		3		42
<b>Associated Members of Personnel</b>	3	16	1			2	22
<b>No previous status</b>	1	29	42	8	4	15	99

\* including TTEs

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 32. Staff recruited over the past 5 years from Fellows**



## Fellows Recruitment

**TABLE 33A. Candidates Applied and Selected during 2015 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	5	9	14	4	7	11	78.6
BE	8	26	34	1	5	6	17.6
BG	10	15	25	1	3	4	16.0
CH	22	54	76	2	9	11	14.5
CZ	4	15	19	1	4	5	26.3
DE	17	79	96	3	34	37	38.5
DK	3	10	13		1	1	7.7
ES	69	231	300	15	29	44	14.7
FI	4	13	17	1	1	2	11.8
FR	63	165	228	11	28	39	17.1
GB	21	89	110	5	14	19	17.3
GR	63	175	238	6	16	22	9.2
HU	3	21	24		4	4	16.7
IL	3	13	16		1	1	6.3
IT	89	447	536	18	50	68	12.7
NL	4	8	12		2	2	16.7
NO	2	26	28	1	5	6	21.4
PK	14	91	105				
PL	35	110	145	4	22	26	17.9
PT	11	59	70	1	6	7	10.0
RO	11	23	34	2	2	4	11.8
RS	5	10	15		1	1	6.7
SE	7	20	27	2	2	4	14.8
SK	4	18	22		4	4	18.2
TR	7	19	26	1		1	3.8
NMS	96	305	401	6	15	21	5.2
<b>Total</b>	<b>580</b>	<b>2051</b>	<b>2631</b>	<b>85</b>	<b>265</b>	<b>350</b>	<b>13.3</b>

**TABLE 33B. Candidates Applied and Selected by Gender and Nationality - 2015**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	4	7	11	3	7	10	90.9
BE	7	24	31	1	6	7	22.6
BG	10	15	25	1	3	4	16.0
CH	20	52	72	2	7	9	12.5
CZ	4	15	19	1	4	5	26.3
DE	16	73	89	4	33	37	41.6
DK	3	9	12		1	1	8.3
ES	71	230	301	15	29	44	14.6
FI	4	12	16	1	1	2	12.5
FR	58	164	222	9	29	38	17.1
GB	20	86	106	5	14	19	17.9
GR	65	176	241	7	15	22	9.1
HU	3	21	24		4	4	16.7
IL	3	14	17		1	1	5.9
IT	92	458	550	19	53	72	13.1
NL	4	6	10		1	1	10.0
NO	2	25	27	1	5	6	22.2
PK	14	92	106				
PL	36	111	147	4	22	26	17.7
PT	10	59	69	1	6	7	10.1
RO	11	24	35	2	2	4	11.4
RS	6	10	16		1	1	6.3
SE	7	17	24	2	2	4	16.7
SK	4	18	22		4	4	18.2
TR	7	19	26	1		1	3.8
NMS	99	314	413	6	15	21	5.1
<b>Total</b>	<b>580</b>	<b>2051</b>	<b>2631</b>	<b>85</b>	<b>265</b>	<b>350</b>	<b>13.3</b>

**TABLE 34. Return on Fellow Applicants by Nationality in 2015**

	<b>Nr Applicants</b>	<b>% Applicants</b>	<b>Contribution</b>	<b>Return on Applicants</b>
<b>AT</b>	11	0.42 %	2.21 %	18.91 %
<b>BE</b>	31	1.18 %	2.76 %	42.66 %
<b>BG</b>	25	0.95 %	0.29 %	328.21 %
<b>CH</b>	72	2.74 %	3.87 %	70.66 %
<b>CZ</b>	19	0.72 %	1.00 %	72.02 %
<b>DE</b>	89	3.38 %	20.47 %	16.52 %
<b>DK</b>	12	0.46 %	1.77 %	25.71 %
<b>ES</b>	301	11.44 %	7.82 %	146.33 %
<b>FI</b>	16	0.61 %	1.38 %	44.11 %
<b>FR</b>	222	8.44 %	15.13 %	55.77 %
<b>GB</b>	106	4.03 %	14.26 %	28.25 %
<b>GR</b>	241	9.16 %	1.45 %	633.41 %
<b>HU</b>	24	0.91 %	0.62 %	146.25 %
<b>IL</b>	17	0.65 %	1.34 %	48.16 %
<b>IT</b>	550	20.90 %	11.06 %	188.96 %
<b>NL</b>	10	0.38 %	4.55 %	8.35 %
<b>NO</b>	27	1.03 %	2.80 %	36.60 %
<b>PK</b>	106	4.03 %	0.06 %	6458.38 %
<b>PL</b>	147	5.59 %	2.75 %	203.54 %
<b>PT</b>	69	2.62 %	1.15 %	229.02 %
<b>RO</b>	35	1.33 %	0.78 %	171.09 %
<b>RS</b>	16	0.61 %	0.10 %	637.80 %
<b>SE</b>	24	0.91 %	2.82 %	32.39 %
<b>SK</b>	22	0.84 %	0.49 %	170.68 %
<b>TR</b>	26	0.99 %	0.35 %	286.40 %
<b>NMS</b>	413	15.70 %		
<b>Total</b>	<b>2631</b>	<b>100</b>		

**TABLE 35. Number of Fellows selected by Nationality over the past 5 years**

	2011	2012	2013	2014	2015	Total
AT	5	6	7	6	10	34
BE	2	5	4	7	7	25
BG	3	3	2	2	4	14
CH	4	5	3	13	9	34
CZ	2	6	2	4	5	19
DE	26	30	24	34	37	151
DK	1	1	1	1	1	5
ES	32	40	35	47	44	198
FI		5	7	3	2	17
FR	21	28	21	39	38	147
GB	10	17	14	21	19	81
GR	16	13	16	15	22	82
HU	3	7	5	2	4	21
IL	1			2	1	4
IT	42	36	56	53	72	259
NL	4	4		6	1	15
NO	2	2	1	7	6	18
PL	11	14	22	15	26	88
PT	7	13	8	10	7	45
RO	5	5	1	4	4	19
RS			3		1	4
SE	3	2	3	1	4	13
SK		1	4	2	4	11
TR					1	1
NMS	32	32	34	26	21	145
<b>Total</b>	<b>232</b>	<b>275</b>	<b>273</b>	<b>320</b>	<b>350</b>	<b>1450</b>

## Student Recruitment

**TABLE 36. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2015 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	7	24	31	6	13	19	63.3
BE	1	16	17	1	5	6	42.9
BG	3	19	22				
CH	12	44	56	5	13	18	32.7
CZ	3	26	29	1	5	6	21.4
DE	21	114	135	11	25	36	28.3
DK	1	13	14				
ES	34	99	133	4	17	21	16.5
FI	7	32	39	1	4	5	13.2
FR	27	135	162	5	11	16	10.3
GB	40	220	260		16	16	6.3
GR	56	202	258	8	33	41	16.9
HU	1	20	21	1	8	9	42.9
IL		1	1				
IT	37	152	189	6	32	38	21.5
NL	4	34	38	1	6	7	19.4
NO	4	20	24	2	5	7	29.2
PK	6	48	54				
PL	58	133	191	11	17	28	16.0
PT	4	20	24	2	1	3	12.5
RO	5	9	14	1	1	2	16.7
SE	4	40	44	1	7	8	19.5
SK	5	12	17	1		1	7.1
RS	4	7	11	1		1	10.0
TR	1	14	15		1	1	6.7
NMS	30	110	140	1	3	4	3.0
<b>Total</b>	<b>375</b>	<b>1564</b>	<b>1939</b>	<b>70</b>	<b>223</b>	<b>293</b>	<b>15.9</b>

**TABLE 37. Number of Students selected (TECH, DOCT) by Nationality over the past 5 years**

	2011	2012	2013	2014	2015	Total
AT	8	12	7	10	15	52
BE	2	1	3	3	7	16
BG	3	5	3	3	1	15
CH	2	3	3	5	5	18
CZ	3	4	1	6	3	17
DE	49	37	23	53	35	197
DK	1	1	2	3		7
ES	23	17	14	34	26	114
FI	2	6	1	10	5	24
FR	15	10	7	21	12	65
GB	13	18	16	26	11	84
GR	25	29	37	41	44	176
HU	4	5	6	9	11	35
IT	31	37	33	59	48	208
NL	7	2	2	7	6	24
NO	10	11	11	12	8	52
PL	30	42	28	53	30	183
PT	2	3	3	7	3	18
RO	8	7	2	5	3	25
RS			1	2	1	4
SE	2	6	2	8	7	25
SK	1	1	4	2	4	12
TR					2	2
NMS	3	3	6	10	6	28
<b>Total</b>	<b>244</b>	<b>260</b>	<b>215</b>	<b>389</b>	<b>293</b>	<b>1401</b>

Including students selected to replace those who refused a CERN studentship

**TABLE 38. Candidates Applied and Selected for the Summer Student Programme during 2015 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	3	15	18	1	2	3	16.7
BE	4	27	31		3	3	9.7
BG	5	5	10	1	1	2	20.0
CH	1	16	17		4	4	23.5
CZ	7	12	19	1	4	5	26.3
DE	14	64	78	5	17	22	28.2
DK	4	9	13	1	4	5	38.5
ES	38	180	218		12	12	5.5
FI	3	9	12	2	3	5	41.7
FR	11	71	82	4	14	18	22.0
GB	60	175	235	6	10	16	6.8
GR	26	76	102	2	7	9	8.8
HU	2	13	15		3	3	20.0
IL	1	3	4	1	2	3	75.0
IT	36	69	105	2	10	12	11.4
NL	3	14	17	1	8	9	52.9
NO	3	12	15		3	3	20.0
PK		15	15				
PL	18	49	67	1	4	5	7.5
PT	6	16	22	1	2	3	13.6
RO	7	16	23		2	2	8.7
SE	9	49	58	3	4	7	12.1
SK	1	3	4	1	1	2	50.0
RS	9	11	20	2	1	3	15.0
TR		4	4				
NMS	7	16	23		1	1	4.3
<b>Total</b>	<b>278</b>	<b>949</b>	<b>1227</b>	<b>35</b>	<b>122</b>	<b>157</b>	<b>12.8</b>

for 140 MS places incl. 16 places on special Summer Student programmes

Including 17 students selected to replace those who refused a CERN studentship

**TABLE 39. Candidates Applied and Selected for the Administrative Student Programme during 2015 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	2	4	6				
BE	1	2	3				
BG	5	1	6				
CH	33	18	51	5		5	9.8
CZ	3	3	6				
DE	6	5	11	1	1	2	18.2
DK		1	1				
ES	16	10	26	1		1	3.8
FI	10	16	26	2	1	3	11.5
FR	43	19	62	3		3	4.8
GB	24	20	44	3		3	6.8
GR	41	38	79	6	3	9	11.4
HU	2	5	7				
IT	22	13	35	2	1	3	8.6
NL	2	6	8				
NO	1		1				
PK		9	9				
PL	6	3	9	2		2	22.2
PT	2	3	5	1		1	20.0
RO	2	2	4				
SE		3	3				
SK	3	3	6	1		1	16.7
RS	2	1	3				
TR	1	5	6				
NMS	9	19	28				
<b>Total</b>	<b>236</b>	<b>209</b>	<b>445</b>	<b>27</b>	<b>6</b>	<b>33</b>	<b>7.4</b>

**TABLE 40. Staff Member Arrivals and Departures in 2015 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	1		1	0.61	2.04	3		3	2.07	6.12
BE	2	1	3	1.84	2.78	2		2	1.38	1.85
BG							1	1	0.69	9.09
CH	2	10	12	7.36	7.06	2	12	14	9.66	8.24
CZ	2		2	1.23	22.22					
DE	10		10	6.13	5.41	8	2	10	6.90	5.41
DK										
ES	16	1	17	10.43	11.41	3		3	2.07	2.01
FI	3		3	1.84	12.50	4		4	2.76	16.67
FR	27	25	52	31.90	5.21	25	29	54	37.24	5.41
GB	15	2	17	10.43	8.13	15	2	17	11.72	8.13
GR	3	2	5	3.07	19.23	2	1	3	2.07	11.54
HU	3		3	1.84	23.08					
IL	1		1	0.61	50.00					
IT	19	1	20	12.27	6.97	17	3	20	13.79	6.97
NL	3		3	1.84	4.35	3		3	2.07	4.35
NO										
PL	5	1	6	3.68	9.68	4		4	2.76	6.45
PT	2		2	1.23	3.51	1		1	0.69	1.75
RO	4		4	2.45	30.77	1		1	0.69	7.69
RS	1		1	0.61	33.33					
SE						3	1	4	2.76	13.79
SK						1		1	0.69	7.14
NMS	1		1	0.61	8.33					
	<b>120</b>	<b>43</b>	<b>163</b>	<b>100</b>	<b>6.44</b>	<b>94</b>	<b>51</b>	<b>145</b>	<b>100</b>	<b>5.73</b>

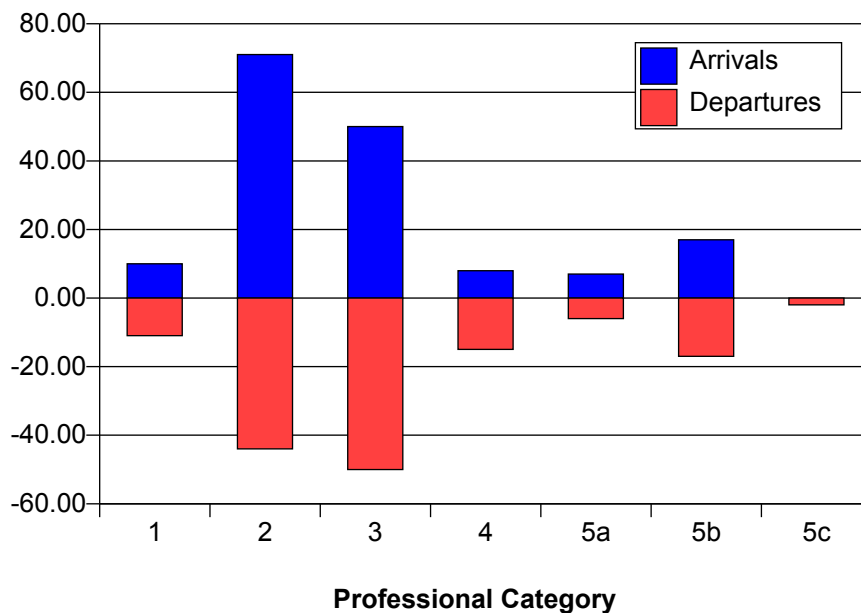
Labour turnover = 5.74 % of average strength

This table shows all departures from 1 January 2015 to 31 December 2015

**TABLE 41. Staff Member Arrivals and Departures in 2015 by Professional Category**

	Arrivals	Departures
1	10	11
2	71	44
3	50	50
4	8	15
5a	7	6
5b	17	17
5c		2
<b>Total</b>	<b>163</b>	<b>145</b>

**Figure 41: Staff Member Arrivals and Departures in 2015 by Professional Category**





**TABLE 42. Staff Member Departures in 2015 by Professional Category, Type of Contract and Reason for Leaving**

Reason	Professional Category														Total		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			
Family/Social											1					1	1
Job connected		5	1	2	1	2			1	1	1	1			11	4	15
Retirement	1	2	13		16		4		2	1	4		1		3	41	44
Contract expirations		3		26		29		10		1		9		1	79		79
Mutual agreement				1							1				1	1	2
Invalidity					1		1									2	2
Death			1		1											2	2
<b>Total</b>	<b>1</b>	<b>10</b>	<b>15</b>	<b>29</b>	<b>19</b>	<b>31</b>	<b>5</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>94</b>	<b>51</b>	<b>145</b>

This table shows all departures from 1 January 2015 to 31 December 2015

<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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