



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 2018

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Notes

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 20 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 31.12.2018 unless specified otherwise.

Staff Members

Please note that 2667 in "headcount" equates to 2614.0 Full-time equivalents (FTEs) for 2018, of which 2559.6 FTEs were charged to CERN accounts and 54.4 FTEs to team accounts. Personnel "paid but not available" accounted for 26.9 FTEs and 1.9 FTE were on detachment, resulting in a staff strength of 2530.8 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

Table 1a. Total Number of Members of the Personnel by Department/Unit and Status - 31.12.2018

Dep./Unit	Status							Grand Total
	Staff Members	Fellows	Total MPE	MPA exch. scient.	MPA int. coll.	MPA training	Total MPA	
ATS	21	2	23	5	14	4	23	46
BE	443	116	559	81	110	116	307	866
DG	42	3	45	11	1		12	57
EN	413	135	548	10	93	62	165	713
EP	502	216	718	57	12,665	159	12,881	13,599
FAP	82	18	100		17	8	25	125
HR	73	5	78			7	7	85
HSE	164	37	201	7	21	18	46	247
IPT	55	7	62		7	8	15	77
IR	45	21	66	1	4	17	22	88
IT	217	76	293		111	28	139	432
PF	21	1	22			1	1	23
RCS	22	6	28		2	8	10	38
SMB	94	11	105		7	4	11	116
TE	449	145	594	8	120	107	235	829
TH	24	40	64	518	19		537	601
Total	2,667	839	3,506	698	13,191	547	14,436	17,942

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

Please refer to the Annex for the full names of the CERN status acronyms.

Figure 1. Members of the Personnel by Status - 31.12.2018

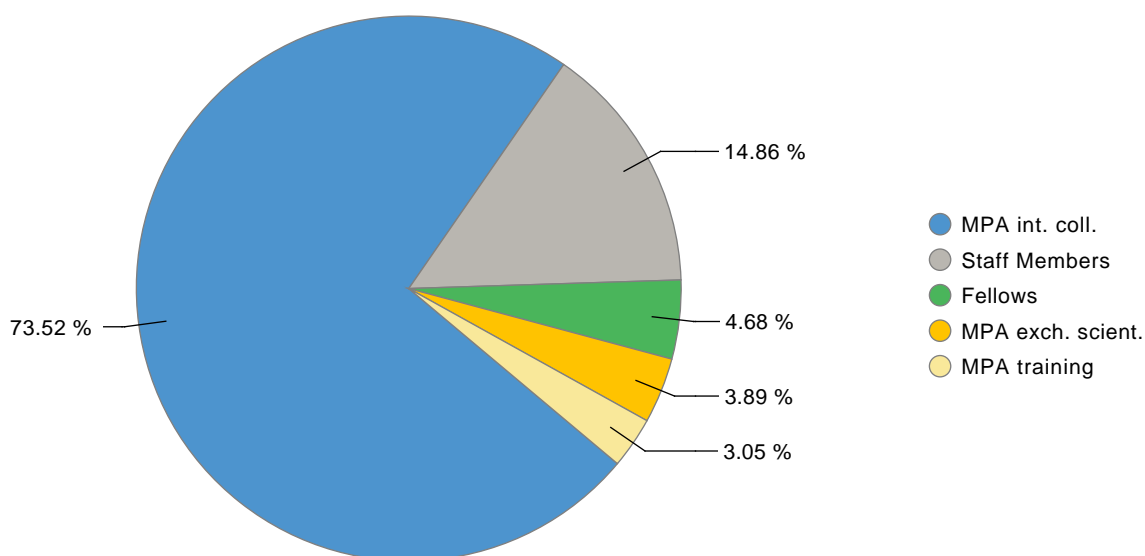


Table 1b. Associated Members of the Personnel by Department/Unit and CERN Status - 31.12.2018

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	2		2							2		2			4
BE	2		2	56	2	58	37	1	38	18		18			116
EN	3		3	19		19	20	1	21	17	2	19			62
EP	1		1	91	1	92	40		40	25	1	26			159
FAP	2		2				4		4	1	1	2			8
HR	3		3							1		1	3	3	7
HSE	1		1	9	1	10	3		3	3	1	4			18
IPT	3		3	3		3		1	1	1		1			8
IR	4		4	5	1	6	3		3	4		4			17
IT	1		1	6	1	7	13		13	5	2	7			28
PF							1		1						1
RCS	1		1	3		3	4		4						8
SMB				1		1				3		3			4
TE	3		3	27	1	28	28		28	31		31	17	17	107
Total	26	0	26	220	7	227	153	3	156	111	7	118	20	20	547

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	2	3		1	1		1	1	5
BE						1		1	40	40	80	81
DG			1	1	2				7	2	9	11
EN						2		2	6	2	8	10
EP	2	2	7		7	27	3	30	7	11	18	57
HSE									7		7	7
IR									1		1	1
TE						2		2	6		6	8
TH			2		2	3	1	4	421	91	512	518
Total	2	2	11	3	14	35	5	40	495	147	642	698

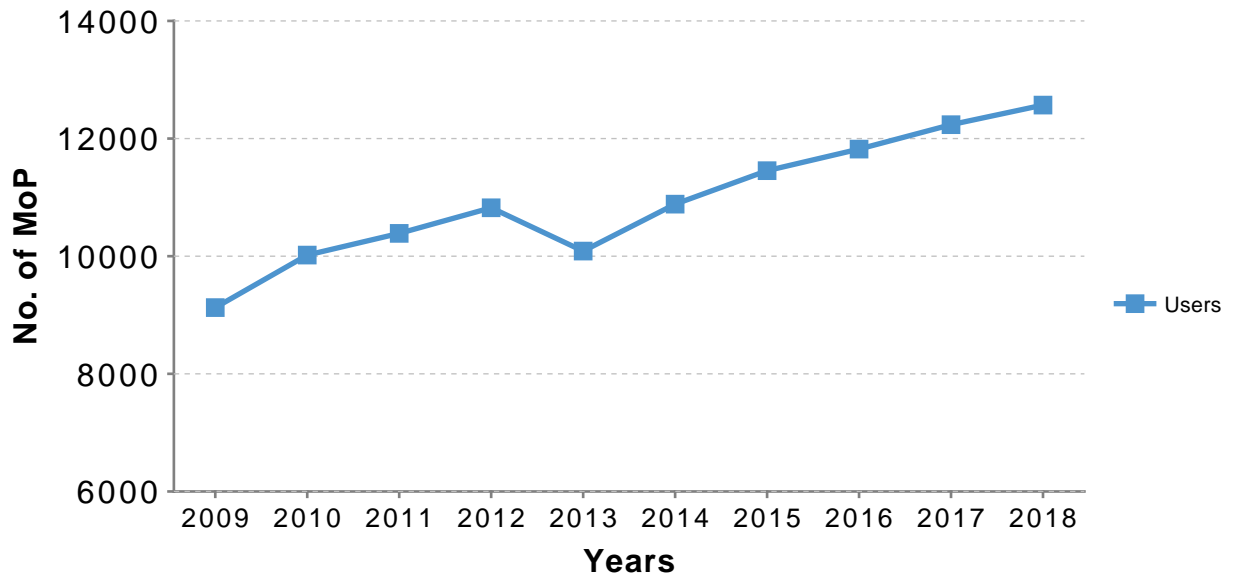
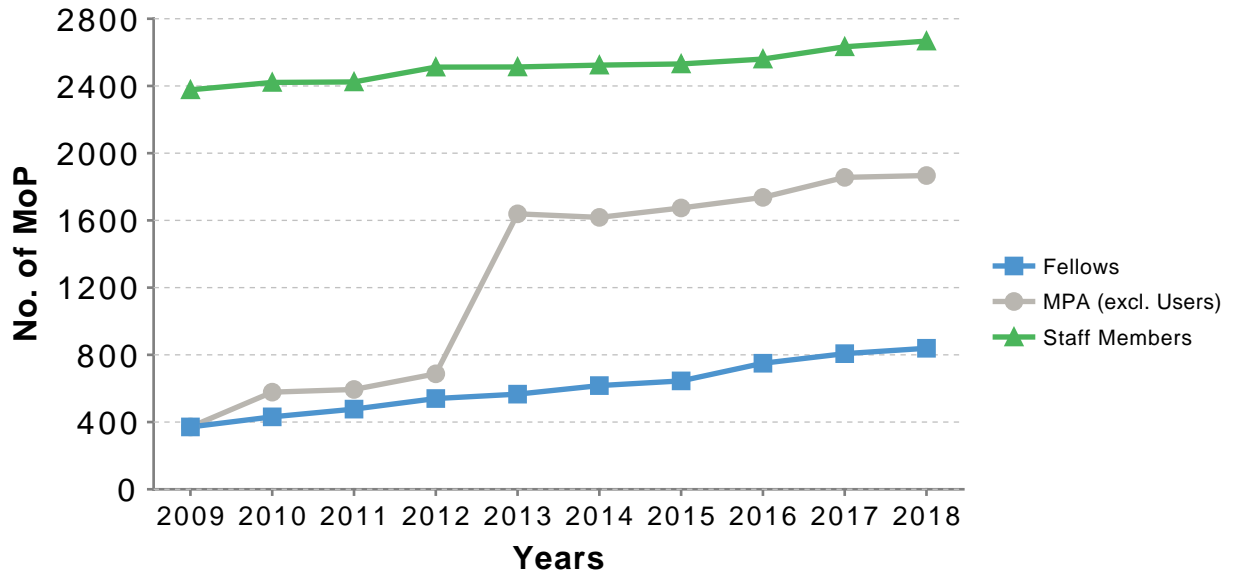
Dep./ Unit	MPA for international collaboration									Total MPA int. coll.
	COAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	5	1	6	6	1	7	1		1	14
BE	51	18	69	34	7	41				110
DG	1		1							1
EN	25	5	30	57	6	63				93
EP	57	10	67	50	15	65	8,124	4,409	12,533	12,665
FAP	1		1	15	1	16				17
HSE	11	10	21							21
IPT	5		5	2		2				7
IR	3	1	4							4
IT	35	17	52	24		24	28	7	35	111
RCS	1	1	2							2
SMB	1		1	6		6				7
TE	42	9	51	63	6	69				120
TH	12	7	19							19
Total	250	79	329	257	36	293	8,153	4,416	12,569	13,191

Please refer to the Annex for the full names of the CERN status acronyms.

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	↕
31.12.2014	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
31.12.2018	2,667	34	839	32	3,506	66	1,867	11	12,569	333	14,436	344	17,942	410

Figure 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 10 years



The scale has been adjusted for better readability.

Note: The increase in "MPA (excl. Users)" observed between 2012 and 2013 is due primarily to the categorisation of our personnel statuses with the introduction of MPAC, MPAX, MPAT.

Table 3. Staff Members, Fellows & MPA (excluding Users) by Professional Category at end of 2017 and 2018

Professional Category	2017						2018					
	Staff		Fellows & MPA (excl. Users)		Total		Staff		Fellows & MPA (excl. Users)		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1. Research Physicists	86	3.27	1,079	40.52	1,165	22.00	85	3.19	1,070	39.54	1,155	21.50
2. Scientific & Eng. work	1,143	43.41	1,325	49.76	2,468	46.60	1,194	44.77	1,346	49.74	2,540	47.27
3. Technical work	890	33.80	147	5.52	1,037	19.58	877	32.88	177	6.54	1,054	19.62
4. Manual work	57	2.16	19	0.71	76	1.44	50	1.87	17	0.63	67	1.25
5a. Prof. Admin. work	175	6.65	45	1.69	220	4.15	177	6.64	51	1.88	228	4.24
5b/5c. Office and Admin. work	282	10.71	48	1.80	330	6.23	284	10.65	45	1.66	329	6.12
Total	2,633	100	2,663	100	5,296	100	2,667	100	2,706	100	5,373	100

Table 4. Staff Members, Fellows and MPA (excluding Users) by Gender and Professional Category - 31.12.2018

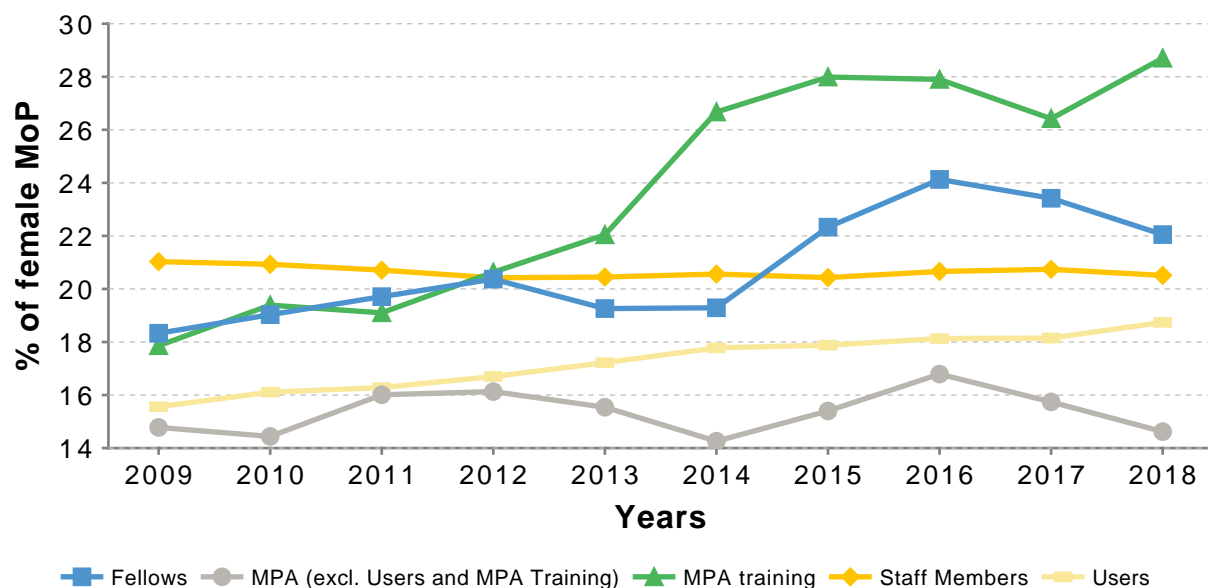
Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
1. Research Physicists	7	78	85	3.19	23	97	120	14.30	122	828	950	50.88
%	8.24	91.76	100		19.17	80.83	100		12.84	87.16	100	
2. Scientific & Eng. work	145	1,049	1,194	44.77	118	440	558	66.51	186	602	788	42.21
%	12.14	87.86	100		21.15	78.85	100		23.60	76.40	100	
3. Technical work	57	820	877	32.88	15	103	118	14.06	4	55	59	3.16
%	6.50	93.50	100		12.71	87.29	100		6.78	93.22	100	
4. Manual work	2	48	50	1.87					1	16	17	0.91
%	4.00	96.00	100						5.88	94.12	100	
5a. Prof. Admin. work	90	87	177	6.64	20	11	31	3.69	10	10	20	1.07
%	50.85	49.15	100		64.52	35.48	100		50.00	50.00	100	
5b/5c. Office and Admin. work	246	38	284	10.65	9	3	12	1.43	27	6	33	1.77
%	86.62	13.38	100		75.00	25.00	100		81.82	18.18	100	
Total	547	2,120	2,667	100	185	654	839	100	350	1,517	1,867	100

Table 5. Total Number of Female Members of the Personnel by Department/Unit and Status - 31.12.2018

Dep. / Unit	Staff Members	Fellows	Total MPE	MPA Exch. scient.	MPA Int. coll.	MPA Training	Total MPA	Grand Total
ATS	8		8	1	8	4	13	21
BE	55	20	75	6	15	29	50	125
DG	27	2	29	1			1	30
EN	41	29	70	1	20	25	46	116
EP	88	49	137	8	2,374	32	2,414	2,551
FAP	41	2	43		1	4	5	48
HR	62	3	65			6	6	71
HSE	38	16	54		5	11	16	70
IPT	25	3	28		2	2	4	32
IR	25	15	40	1	2	9	12	52
IT	34	9	43		17	6	23	66
PF	12		12			1	1	13
RCS	12	1	13		1	3	4	17
SMB	27	4	31		4		4	35
TE	47	26	73	1	17	25	43	116
TH	5	6	11	62	2		64	75
Total	547	185	732	81	2,468	157	2,706	3,438
%	20.51	22.05	20.88	11.60	18.71	28.70	18.74	19.16

Percentages show the proportion of females of the total population of the given status.

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



The scale has been adjusted for better readability.

Table 6. Average Age by Professional Category, Status and Type of Contract - 31.12.2018

Professional Categories		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
		Professional Category							
Status and Type of Contract		1	2	3	4	5a	5b/5c		
Staff Members	LD	37.23	36.13	36.12	38.58	39.40	37.90	36.68	45.00
	IC	52.85	49.80	48.20	49.95	50.98	48.69	49.30	
Exchange of scientists		49.00	47.44	51.50		48.00		48.96	
International collaboration		41.54	43.15	47.35	58.00	44.66	35.33	42.04	
Training		29.75	26.32	29.00	19.47	31.00	25.91	26.19	

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

	MPE	↕	%	MPA	↕	%	Total	↕	%
2016	215		31.90	50		85.19	265		39.47
2017	262		21.86	75		50.00	337		27.17
2018	297		13.36	114		52.00	411		21.96

Table 8. Number of Members of the Personnel with Marital Status "Partnership" by Gender and Status - 31.12.2018

		Status										
		MPE		MPA							Total	
Gender		STAF	FELL	ADMI	COAS	DOCT	PJAS	TRNE	USER	VISC	TECH	Total
F		40	15	1	2	5	3	1	20		1	88
M		186	56		2	13	14		45	6	1	323
Total		226	71	1	4	18	17	1	65	6	2	411

Staff and Fellows

Table 9. Number of Fellows by Category - 31.12.2018

Category	No. of Fellows	%
CERN	473	56.38
Graduate Engineering	196	23.36
Marie Curie	82	9.77
Tech. Training Experience	88	10.49
Total	839	100

Table 10. Staff Members by Professional Category and Working Hours - 31.12.2018*

Working hours	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total	%
20		6	9		4	5	24	0.90
24		3	5		1	4	13	0.49
26			1				1	0.04
28	1	2	2			2	7	0.26
30		2	2				4	0.15
32	1	9	8		2	14	34	1.27
34						1	1	0.04
36		15	4		5	23	47	1.76
40	83	1,157	846	50	165	235	2,536	95.09
Total	85	1,194	877	50	177	284	2,667	100
%	3.19	44.77	32.88	1.87	6.64	10.65	100	

* Including 18 Staff Members on PRP.

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

Professional Category	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
1. Research Physicists	74	75	77	79	77	79	82	81	86	85
2. Scientific & Eng. work	908	947	969	1,021	1,033	1,047	1,074	1,090	1,143	1,194
3. Technical work	826	850	848	883	885	880	873	889	890	877
4. Manual work	171	157	142	132	117	116	102	61	57	50
5a. Prof. Admin. work	109	121	120	124	137	139	142	161	175	177
5b/5c. Office and Admin. work	289	277	268	273	264	263	258	278	282	284
Total	2,377	2,427	2,424	2,512	2,513	2,524	2,531	2,560	2,633	2,667

Figure 4. Staff Members by Professional Category over the last 10 years

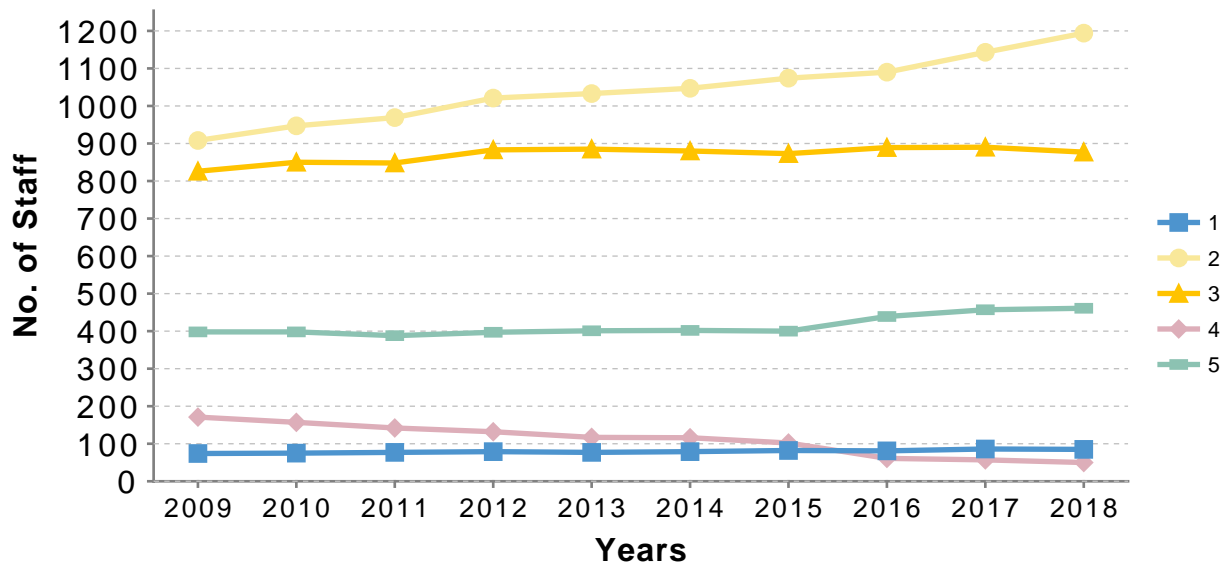


Figure 5. Female Staff Members by Professional Category - 31.12.2018

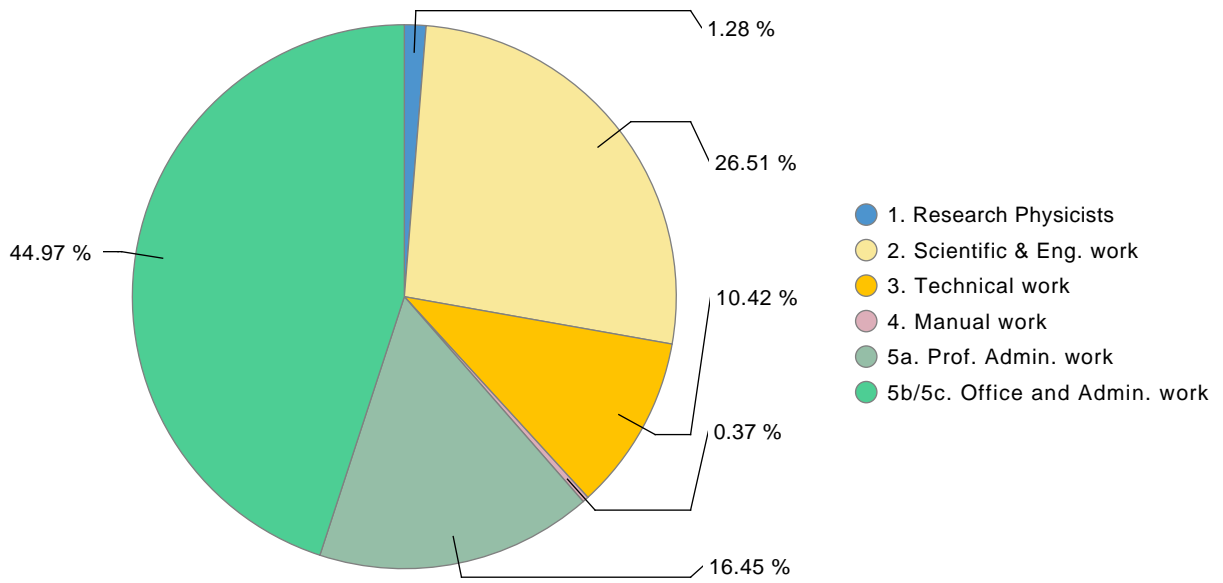


Table 12a. Staff Members by Professional Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2018

Gender		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total	%
Regular Teleworking	F		10	5		19	44	78	2.92
	M		40	15		12		67	2.51
	Total		50	20		31	44	145	5.43
Ad-hoc Teleworking	F		68	17		72	118	275	10.31
	M	10	374	111		53	5	553	20.73
	Total	10	442	128		125	123	828	31.04
Saved Leave	F	1	83	36	1	62	162	345	12.94
	M	8	444	429	26	48	11	966	36.22
	Total	9	527	465	27	110	173	1,311	49.16

Regular teleworking and saved leave uptake data is based on the status at 31.12.2018. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Percentages shown are with respect to total Staff population.

Saved Leave		1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
F		119	62	22	142	345
%		34.49	17.97	6.38	41.16	100
M		517	177	58	214	966
%		53.52	18.32	6.00	22.15	100
Total		636	239	80	356	1,311
%		48.51	18.23	6.10	27.15	100

Table 12b. Fellows by Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2018

Gender		CERN	Graduate Engineering	Marie Curie	Tech. Training Experience	Total	%
Regular Teleworking	F	1				1	0.12
	M	1				1	0.12
	Total	2				2	0.24
Ad-hoc Teleworking	F	37	8	3	1	49	5.84
	M	87	20	6	9	122	14.54
	Total	124	28	9	10	171	20.38

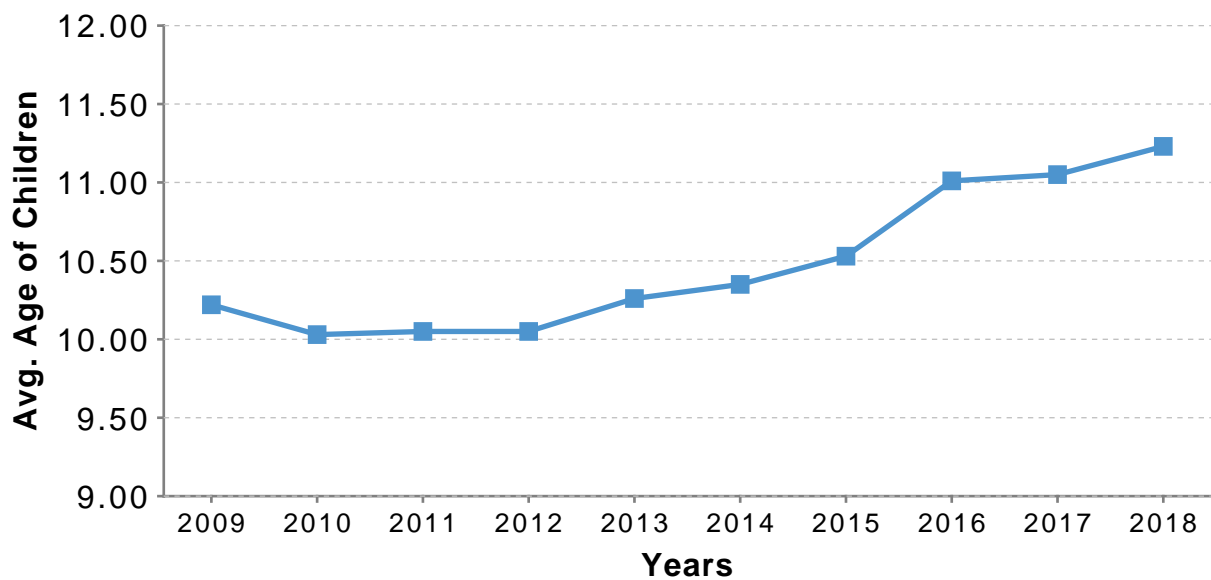
Regular teleworking uptake data is based on the status at 31.12.2018. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Percentages shown are with respect to total Fellow population.

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

Year	Personnel receiving Family allow.	Total No. of Children	No. of Infants (<3 years)	Average Age of Children as at 31.12.
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	11.05
2018	2,358	3,054	449	11.23

Figure 6. Evolution in the Average Age of Children of Members of the Personnel over the last 10 years



The scale has been adjusted for better readability.

Table 14a. Staff Members by Type of Contract and Years of Service - 31.12.2018

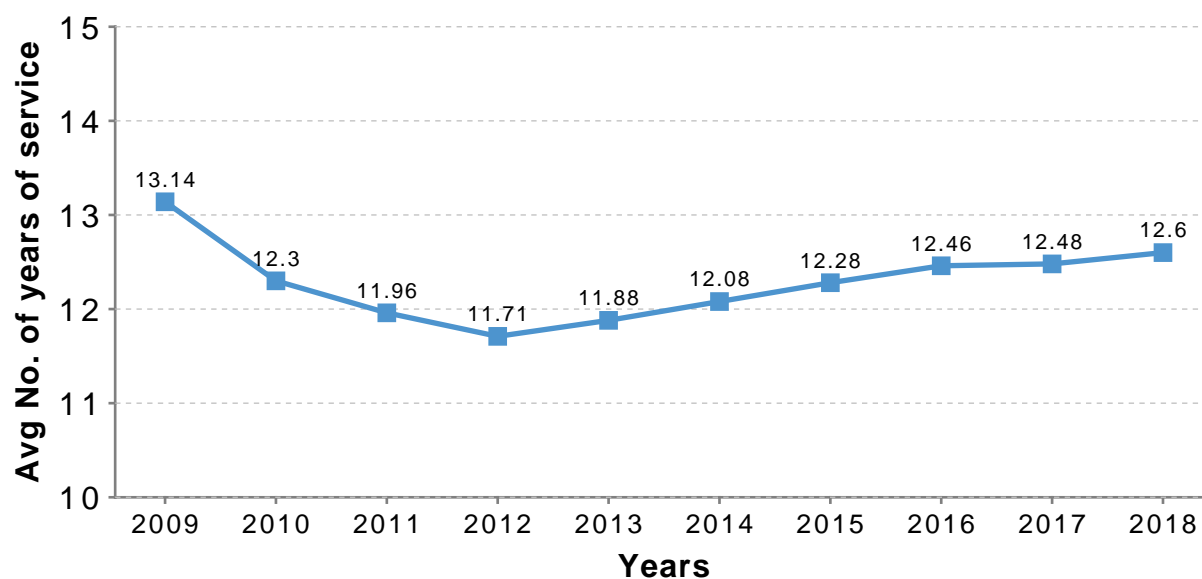
Completed Years of Service in 2018	Type of Contract						Grand Total	%
	Limited Duration Contract		Indefinite Contract		Total			
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
0-4	733	10	11		744	10	754	28.27
5-9	163	2	285	5	448	7	455	17.06
10-14			426	25	426	25	451	16.91
15-19			306	26	306	26	332	12.45
20-24			306	21	306	21	327	12.26
25-29			150	11	150	11	161	6.04
30-34			112	13	112	13	125	4.69
>= 35			44	18	44	18	62	2.32
Total	896	12	1,640	119	2,536	131	2,667	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 - 31.12.2018

Completed Years of Service in 2018	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
0	9	81	47	1	10	12	160	17.62
1	12	77	61	3	15	18	186	20.48
2	9	50	35	1	11	17	123	13.55
3	8	59	48	8	6	16	145	15.97
4	6	45	34	11	8	25	129	14.21
5		30	16	3	4	5	58	6.39
6		32	31	1	2	9	75	8.26
7		9	13	3	1	6	32	3.52
Total	44	383	285	31	57	108	908	100

Figure 7. Evolution in the Average Number of Years of Service of Staff Members over the last 10 years (see also Fig. 10)



The scale has been adjusted for better readability.

Table 15. Staff Members by Professional Category and Years of Service 31.12.2018

Completed Years of Service in 2018	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
0-4	46	318	226	24	52	88	754	28.27
5-9	8	205	170	8	24	40	455	17.06
10-14	5	141	196	10	18	81	451	16.91
15-19	6	163	114	4	20	25	332	12.45
20-24	8	200	73	1	29	16	327	12.26
25-29	10	78	44	1	16	12	161	6.04
30-34	2	62	39	1	13	8	125	4.69
>= 35		27	15	1	5	14	62	2.32
Total	85	1,194	877	50	177	284	2,667	100
Average Years of service of Staff Members	9.55	13.31	12.06	8.50	14.11	11.95	12.60	

Table 16. Staff Members by Professional Category and Type of Contract - 31.12.2018

Professional Category	Type of contract				Total	
	Limited Duration Contract	%	Indefinite Contract	%		
1. Research Physicists	44	51.76	41	48.24	85	3.19
2. Scientific & Eng. work	383	32.08	811	67.92	1,194	44.77
3. Technical work	285	32.50	592	67.50	877	32.88
4. Manual work	31	62.00	19	38.00	50	1.87
5a. Prof. Admin. work	57	32.20	120	67.80	177	6.64
5b/5c. Office and Admin. work	108	38.03	176	61.97	284	10.65
Total	908	34.05	1,759	65.95	2,667	100

Table 17. Staff Members by Gender and Type of Contract - 31.12.2018

Gender	Type of contract				Total	
	Limited Duration Contract	%	Indefinite Contract	%		
F	181	33.09	366	66.91	547	20.51
M	727	34.29	1,393	65.71	2,120	79.49
Total	908	34.05	1,759	65.95	2,667	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/5c. Office and Admin. work
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Category	Type of Contract	2014	%	2015	%	2016	%	2017	%	2018	%
		1	LD	38	48.10	41	50.00	39	48.15	43	50.00
	IC	41	51.90	41	50.00	42	51.85	43	50.00	41	48.24
2	LD	286	27.32	295	27.47	307	28.17	343	30.01	383	32.08
	IC	761	72.68	779	72.53	783	71.83	800	69.99	811	67.92
3	LD	275	31.25	250	28.64	257	28.91	274	30.79	285	32.50
	IC	605	68.75	623	71.36	632	71.09	616	69.21	592	67.50
4	LD	43	37.07	40	39.22	35	57.38	35	61.40	31	62.00
	IC	73	62.93	62	60.78	26	42.62	22	38.60	19	38.00
5a	LD	39	28.06	41	28.87	46	28.57	57	32.57	57	32.20
	IC	100	71.94	101	71.13	115	71.43	118	67.43	120	67.80
5b/5c	LD	82	31.18	82	31.78	98	35.25	106	37.59	108	38.03
	IC	181	68.82	176	68.22	180	64.75	176	62.41	176	61.97
Total	LD	763	30.23	749	29.59	782	30.55	858	32.59	908	34.05
Total	IC	1,761	69.77	1,782	70.41	1,778	69.45	1,775	67.41	1,759	65.95
Grand Total		2,524		2,531		2,560		2,633		2,667	

Figure 8. Evolution in the Number of Staff Members by Type of Contract over the last 5 years

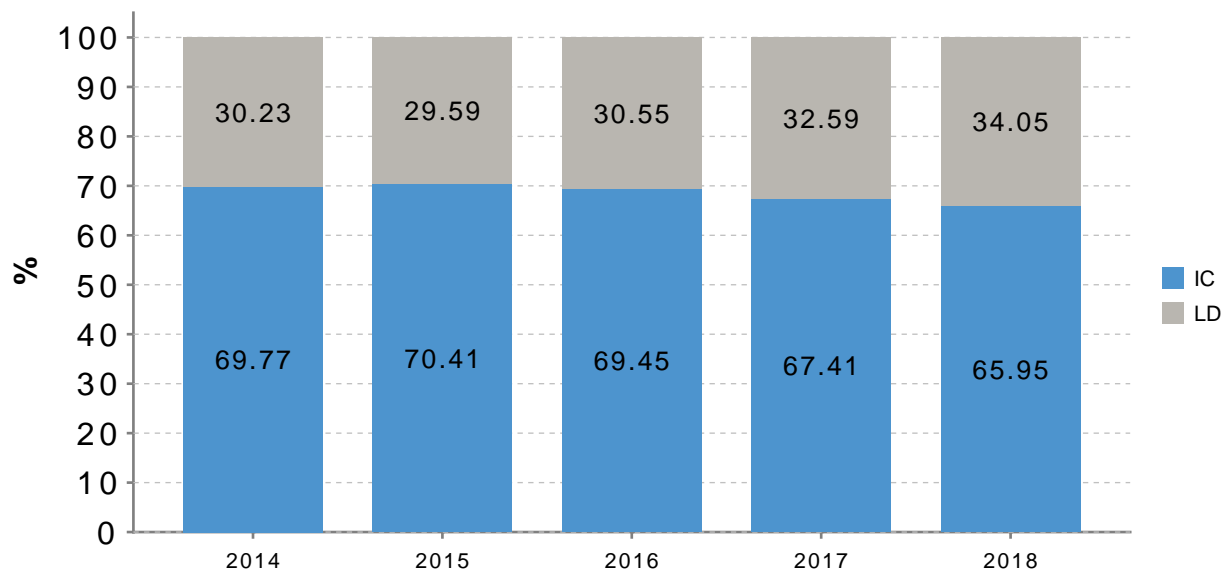


Table 19. Staff Members by Nationality and Type of Residence - 31.12.2018

Nationality	Type of Residence									
	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	30	3.41			26	2.90			56	2.10
BE	82	9.31	1	0.29	18	2.01	3	0.55	104	3.90
BG	5	0.57			12	1.34			17	0.64
CH	62	7.04	55	16.13	13	1.45	81	14.75	211	7.91
CY	1	0.11			1	0.11			2	0.07
CZ	1	0.11			3	0.33	1	0.18	5	0.19
DE	104	11.80	5	1.47	67	7.48	1	0.18	177	6.64
DK	10	1.14			7	0.78	2	0.36	19	0.71
ES	51	5.79	7	2.05	102	11.38	5	0.91	165	6.19
FI	12	1.36			14	1.56	1	0.18	27	1.01
FR	153	17.37	253	74.19	172	19.20	423	77.05	1,001	37.53
GB	105	11.92	5	1.47	97	10.83	12	2.19	219	8.21
GR	9	1.02			36	4.02			45	1.69
HU	4	0.45			9	1.00	1	0.18	14	0.52
IL					3	0.33			3	0.11
IN	1	0.11					1	0.18	2	0.07
IT	129	14.64	12	3.52	161	17.97	9	1.64	311	11.66
LT					1	0.11			1	0.04
NL	55	6.24	1	0.29	11	1.23	1	0.18	68	2.55
NO	6	0.68			11	1.23			17	0.64
PK					1	0.11			1	0.04
PL	20	2.27			53	5.92			73	2.74
PT	15	1.70	2	0.59	38	4.24	4	0.73	59	2.21
RO					17	1.90	1	0.18	18	0.67
RS					5	0.56			5	0.19
SE	16	1.82			7	0.78	2	0.36	25	0.94
SK	8	0.91			4	0.45	1	0.18	13	0.49
UA					1	0.11			1	0.04
NMS	2	0.23			6	0.67			8	0.30
Total	881	100	341	100	896	100	549	100	2,667	100

Table 20. Other Members of the Personnel by Nationality and Status - 31.12.2018

Nationality	Fellows		MPA training *		MPA (excl. Users and MPA training) *		Users		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
AT	11	1.31	27	4.94	13	0.98	99	0.79	150	0.98
BE	7	0.83	1	0.18	8	0.61	112	0.89	128	0.84
BG	7	0.83	2	0.37	11	0.83	78	0.62	98	0.64
CH	26	3.10	29	5.30	37	2.80	200	1.59	292	1.91
CY	3	0.36	1	0.18	2	0.15	22	0.18	28	0.18
CZ	10	1.19	1	0.18	11	0.83	238	1.89	260	1.70
DE	67	7.99	75	13.71	106	8.03	1,255	9.98	1,503	9.84
DK	3	0.36	2	0.37	5	0.38	59	0.47	69	0.45
ES	85	10.13	55	10.05	127	9.62	421	3.35	688	4.50
FI	11	1.31	3	0.55	15	1.14	98	0.78	127	0.83
FR	111	13.23	36	6.58	88	6.67	778	6.19	1,013	6.63
GB	50	5.96	12	2.19	70	5.30	746	5.94	878	5.75
GR	57	6.79	64	11.70	43	3.26	210	1.67	374	2.45
HU	11	1.31	9	1.65	10	0.76	68	0.54	98	0.64
IL					10	0.76	57	0.45	67	0.44
IN	11	1.31	6	1.10	21	1.59	354	2.82	392	2.57
IT	157	18.71	76	13.89	248	18.79	1,896	15.08	2,377	15.56
LT	1	0.12	2	0.37	1	0.08	38	0.30	42	0.27
NL	11	1.31	12	2.19	13	0.98	166	1.32	202	1.32
NO	20	2.38	12	2.19	6	0.45	64	0.51	102	0.67
PK	1	0.12	9	1.65	14	1.06	66	0.53	90	0.59
PL	68	8.10	46	8.41	85	6.44	330	2.63	529	3.46
PT	20	2.38	13	2.38	64	4.85	106	0.84	203	1.33
RO	11	1.31	5	0.91	3	0.23	131	1.04	150	0.98
RS	2	0.24	5	0.91	7	0.53	50	0.40	64	0.42
SE	8	0.95	9	1.65	10	0.76	86	0.68	113	0.74
SI			1	0.18	4	0.30	30	0.24	35	0.23
SK	7	0.83	6	1.10	4	0.30	136	1.08	153	1.00
TR	2	0.24	6	1.10	4	0.30	152	1.21	164	1.07
UA	3	0.36	5	0.91	10	0.76	107	0.85	125	0.82
NMS	58	6.91	17	3.11	270	20.45	4,416	35.13	4,761	31.17
Total	839	100	547	100	1,320	100	12,569	100	15,275	100
%	5.49		3.58		8.64		82.28		100	

* partially or totally paid by CERN.

Table 21. Staff Members by Nationality, Professional Category and Gender - 31.12.2018

		Professional Category													
		1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b/5c. Office and Admin. work		Grand Total	
Nat.		All	F	All	F	All	F	All	F	All	F	All	F	All	F
AT		4		45	6	3	2			4	1			56	9
BE		3	1	43	3	35	3			17	5	6	5	104	17
BG				12	3	3				1		1	1	17	4
CH		2		81	8	71	6	1		15	8	41	37	211	59
CY		1		1	1									2	1
CZ				3	1			1				1	1	5	2
DE		21	1	123	7	17	3	3		8	4	5	4	177	19
DK		1		10		5				1	1	2	2	19	3
ES		5		111	25	32	3	4		7	6	6	5	165	39
FI		1		8		7		2		4		5	5	27	5
FR		7	1	223	32	531	28	27		55	37	158	131	1,001	229
GB		11	1	96	6	54	4	6	2	27	14	25	24	219	51
GR				29	4	8				4	2	4	4	45	10
HU				10	2	3						1	1	14	3
IL		3												3	0
IN				2	1									2	1
IT		15	3	220	29	44	2	2		16	4	14	13	311	51
LT				1										1	0
NL		2		38	1	20	2	1		7	2			68	5
NO		1		2		11	1			2		1	1	17	2
PK				1										1	0
PL				56	6	11	2			3	2	3	3	73	13
PT		1		36	3	14		2		4	3	2	1	59	7
RO				10	1	3	1					5	4	18	6
RS		1		3	1	1								5	1
SE				15	2	4		1		2	1	3	3	25	6
SK				12	1							1	1	13	2
UA				1	1									1	1
NMS		6		2	1									8	1
Total		85	7	1,194	145	877	57	50	2	177	90	284	246	2,667	547

Table 22. Staff Members by Nationality, Grade and Gender - 31.12.2018

Nat.	Grade																Grand Total					
	1		2		3		4		5		6		7		8				9		10	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F		
AT					1	1	2	1	16	2	10	1	21	4	6					56	9	
BE					9	3	26	2	15	6	20	5	19	1	13		2			104	17	
BG				2	1	1		1		7		3	3	3						17	4	
CH				20	13	46	19	42	9	27	6	32	8	26	4	13		5		211	59	
CY										1	1						1			2	1	
CZ		1		1	1					2	1	1								5	2	
DE				3	3	7	2	13	2	53	7	23	1	37	1	35	2	6	1	177	19	
DK				1	1	1	1	4		5		5		1		1		1	1	19	3	
ES		3		7	2	16	4	16	2	65	14	31	9	20	6	5	2	2		165	39	
FI		1		3	1	3		7	4	5		2		3		3				27	5	
FR		15		130	31	359	90	198	34	127	26	77	21	70	19	20	7	5	1	1,001	229	
GB		3	2	14	7	35	12	28	7	45	9	34	7	29	2	25	5	6		219	51	
GR				4	2	4	2	4		20	5	5		5		2		1	1	45	10	
HU				3	1			1		5	1	4		1	1					14	3	
IL										2		1								3	0	
IN												1				1	1			2	1	
IT				14	7	22	5	22	3	84	12	64	10	55	8	39	5	11	1	311	51	
LT										1										1	0	
NL		1		1		2		17	2	6		13	1	18	1	9		1	1	68	5	
NO				5		4	1	3	1			1		3		1				17	2	
PK										1										1	0	
PL				3	1	9	4	2		34	5	16	2	8	1			1		73	13	
PT		2				8		7	1	25	2	8	1	7	2	2	1			59	7	
RO				2	2	5	3	1		8	1	2								18	6	
RS								1		4	1									5	1	
SE		1		2	1	2	1	3	1	2	1	2	1	9	1	4				25	6	
SK				1	1							7	1	5						13	2	
UA										1	1									1	1	
NMS										6				1		1	1			8	1	
Total	0	0	27	2	216	75	534	148	398	69	567	101	362	71	341	51	180	24	42	6	2,667	547

Table 23. Staff Members by Professional Category and Benchmark Job Cluster - 31.12.2018

Benchmark Job Cluster	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
1-2-(3)				4		1	5	0.19
2-3-(4)				46			46	1.72
3-4-(5)			492			191	683	25.61
4-5-(6)			385			92	477	17.89
6-7-(8)	57	1,032			145		1,234	46.27
9-(10)	28	162			32		222	8.32
Total	85	1,194	877	50	177	284	2,667	100

Table 24. Staff Members by Nationality, Gender and Benchmark Job Cluster - 31.12.2018

Nationality		Benchmark Job Cluster												Grand Total	
		1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)		9-(10)			
		All	F	All	F	All	F	All	F	All	F	All	F		
AT				1	1	2	1	47	7	6		56	9		
BE				8	2	33	6	48	9	15		104	17		
BG				3	1	1		13	3			17	4		
CH			1		52	23	60	20	80	16	18	211	59		
CY								1	1	1		2	1		
CZ			1		1	1		3	1			5	2		
DE			3		6	4	16	3	111	9	41	3	177	19	
DK					2	2	5		10		2	1	19	3	
ES			4		16	5	22	3	116	29	7	2	165	39	
FI			2		4	1	8	4	10		3		27	5	
FR	5		23		468	110	220	49	260	62	25	8	1,001	229	
GB			6	2	45	20	34	8	103	16	31	5	219	51	
GR					5	2	7	2	30	5	3	1	45	10	
HU					3	1	1		10	2			14	3	
IL									3				3	0	
IN									1		1	1	2	1	
IT			2		31	10	27	5	201	30	50	6	311	51	
LT									1				1	0	
NL			1		5	1	15	1	37	2	10	1	68	5	
NO					8	1	4	1	4		1		17	2	
PK									1				1	0	
PL					8	2	6	3	58	8	1		73	13	
PT			2		7		9	1	39	5	2	1	59	7	
RO					4	4	4	1	10	1			18	6	
RS							1		4	1			5	1	
SE			1		5	3	2		13	3	4		25	6	
SK					1	1			12	1			13	2	
UA									1	1			1	1	
NMS									7		1	1	8	1	
Total	5	0	46	2	683	195	477	108	1,234	212	222	30	2,667	547	

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

Age Range	2008	2013	2018
<=25	20	26	11
26-30	183	139	143
31-35	301	381	345
36-40	426	427	450
41-45	414	450	440
46-50	314	420	441
51-55	248	323	407
56-60	308	232	306
61-65	186	115	124
Total	2,400	2,513	2,667

Figure 9. Evolution in the Number of Staff Members by Age Range over the last 10 years

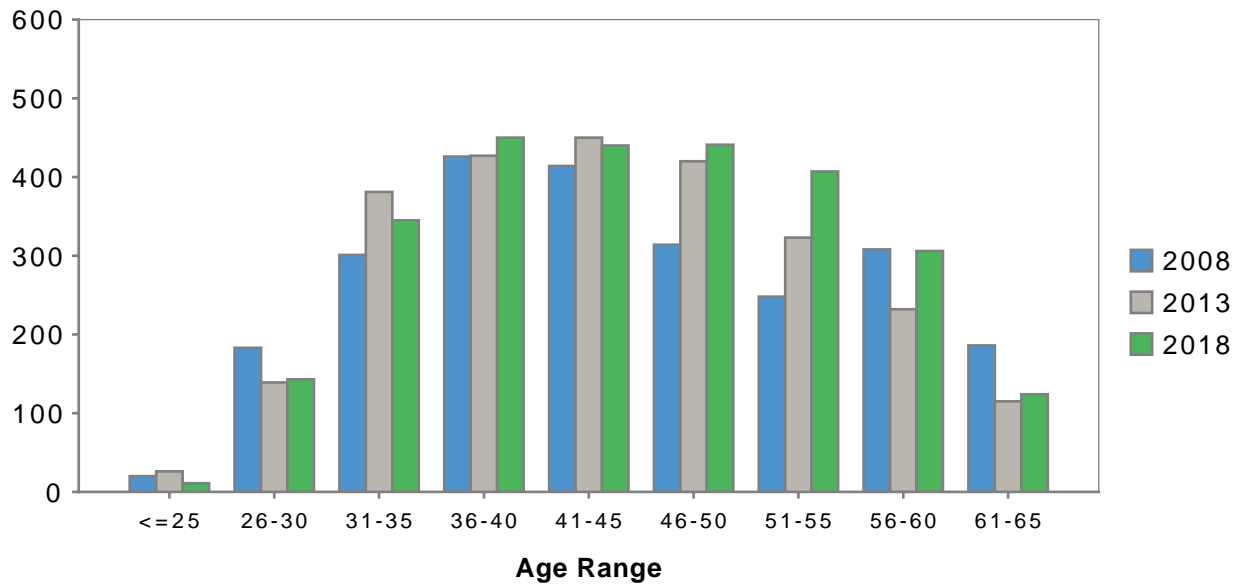
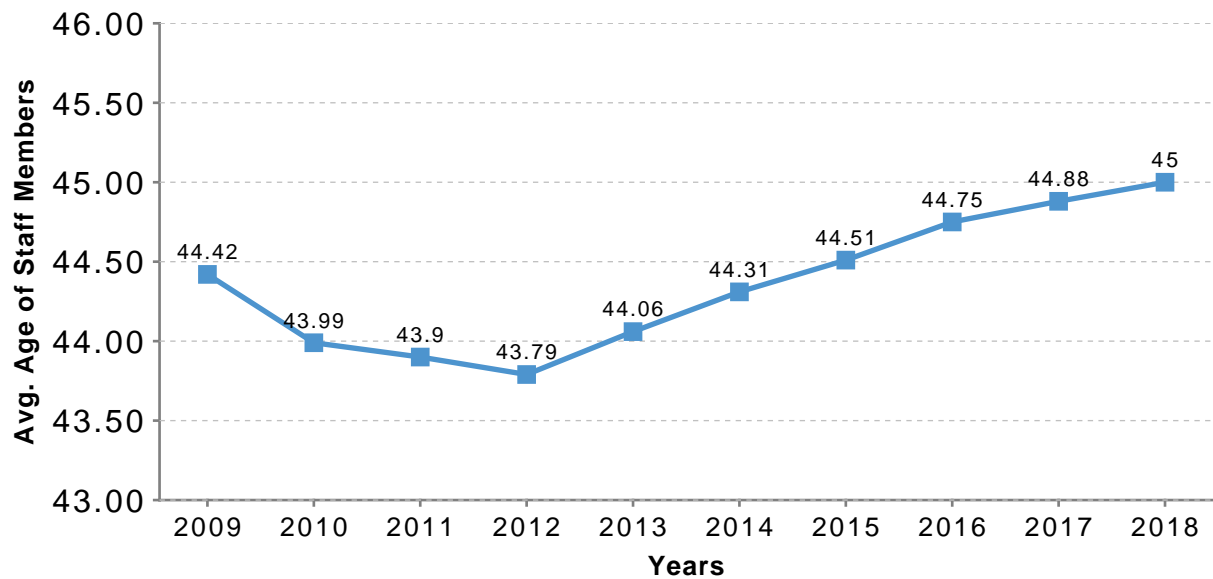


Table 26. Staff Members by Age Range and Professional Category - 31.12.2018

Age range	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
<=25		1	9			1	11	0.41
26-30		50	69		4	20	143	5.36
31-35	21	174	96	7	17	30	345	12.94
36-40	17	199	148	14	21	51	450	16.87
41-45	10	186	149	14	31	50	440	16.50
46-50	9	183	153	5	39	52	441	16.54
51-55	8	193	129	6	30	41	407	15.26
56-60	12	142	93	3	27	29	306	11.47
61-65	8	66	31	1	8	10	124	4.65
Total	85	1,194	877	50	177	284	2,667	100
Average Age	44.8	45.4	44.3	42.9	47.3	44.6	45.00	

Figure 10. Evolution in the Average Age of Staff Members over the last 10 years (see also Fig. 7)



The scale has been adjusted for better readability.

Table 27. Fellows and MPAs by Age Range - 31.12.2018

Age Range	Fellows		MPA exch. scient.		MPA int. coll.		MPA training		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
<=25	114	13.59	5	0.72	1,450	10.99	249	45.52	1,818	11.90
26-30	378	45.05	36	5.16	2,471	18.73	250	45.70	3,135	20.52
31-35	266	31.70	77	11.03	1,744	13.22	31	5.67	2,118	13.87
36-40	75	8.94	109	15.62	1,321	10.01	11	2.01	1,516	9.92
41-45	6	0.72	94	13.47	1,148	8.70	5	0.91	1,253	8.20
46-50			77	11.03	1,150	8.72	1	0.18	1,228	8.04
51-55			82	11.75	1,128	8.55			1,210	7.92
56-60			74	10.60	1,002	7.60			1,076	7.04
61-65			45	6.45	733	5.56			778	5.09
>65			99	14.18	1,044	7.91			1,143	7.48
Total	839	100	698	100	13,191	100	547	100	15,275	100

Figure 11. Fellows and MPAs by Age Range - 31.12.2018

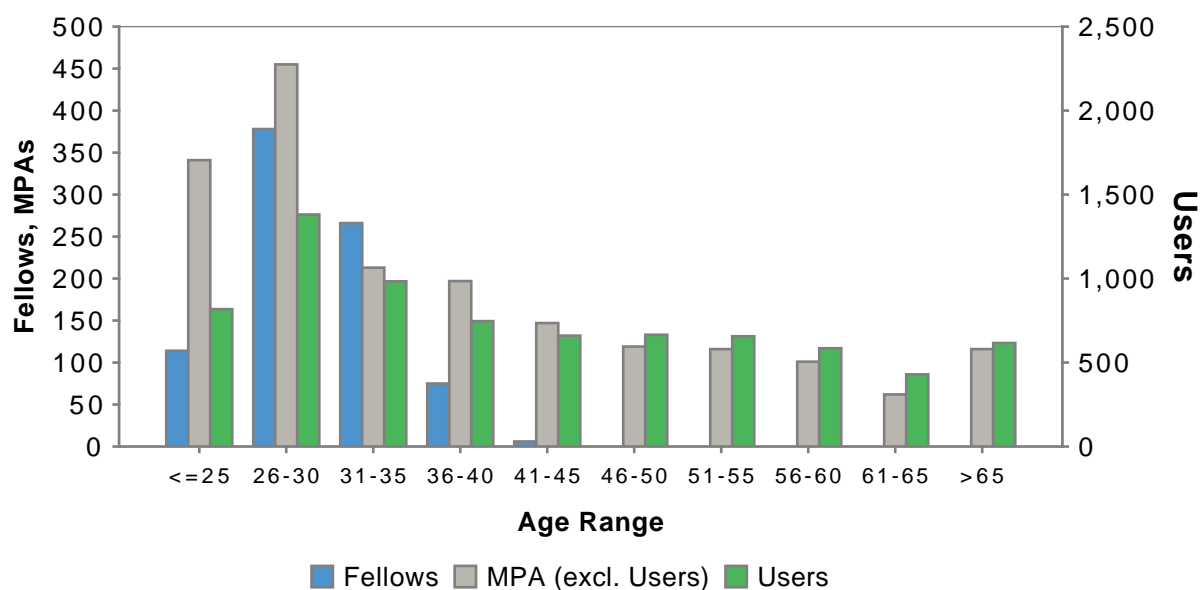


Table 28. Evolution of Arrivals of Staff Members by Age Group over the last 10 years

Years	Age Group									Total
	<=25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	
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
2018	7	36	56	31	23	4	2	1		160
	4.38	22.50	35.00	19.38	14.38	2.50	1.25	0.63		100

Staff member's age is calculated as of 31.12.2018.

Average age of arrivals

	Professional Category						Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	
in 2018	33.24	33.94	33.68	46.00	40.14	36.69	34.49

Table 29. Staff Member Arrivals and Departures in 2018 by Residential Category and Nationality*

Arrivals						Departures					
Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.	Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.
AT	3		3	1.88	5.36	AT	2		2	1.67	3.57
BG	3		3	1.88	17.65	BE	3		3	2.50	2.88
CH	1	6	7	4.38	3.32	BG	2		2	1.67	11.76
DE	10		10	6.25	5.65	CH	5	2	7	5.83	3.32
DK	1		1	0.63	5.26	CZ	1		1	0.83	20
ES	17		17	10.63	10.30	DE	9		9	7.50	5.08
FI	1		1	0.63	3.70	DK	1		1	0.83	5.26
FR	14	37	51	31.88	5.09	ES	11	1	12	10.00	7.27
GB	12	1	13	8.13	5.94	FI	3		3	2.50	11.11
GR	9		9	5.63	20.00	FR	11	31	42	35.00	4.2
IT	24	1	25	15.63	8.04	GB	8	1	9	7.50	4.11
LT	1		1	0.63	100.00	GR	1		1	0.83	2.22
NO	2		2	1.25	11.76	IT	12	2	14	11.67	4.5
PK	1		1	0.63	100.00	NL	2		2	1.67	2.94
PL	3		3	1.88	4.11	PL	6		6	5.00	8.22
PT	6		6	3.75	10.17	PT	2	1	3	2.50	5.08
RO	1		1	0.63	5.56	SE	1		1	0.83	4
RS	2		2	1.25	40.00	SK	1		1	0.83	7.69
SK		1	1	0.63	7.69	NMS	1		1	0.83	12.5
UA	1		1	0.63	100.00	Total	82	38	120	100	4.50
NMS	2		2	1.25	25.00						
Total	114	46	160	100	6.00						

Labour turnover = 4.52 % of average strength.

Departures on 31.12.2018 are included in the total.

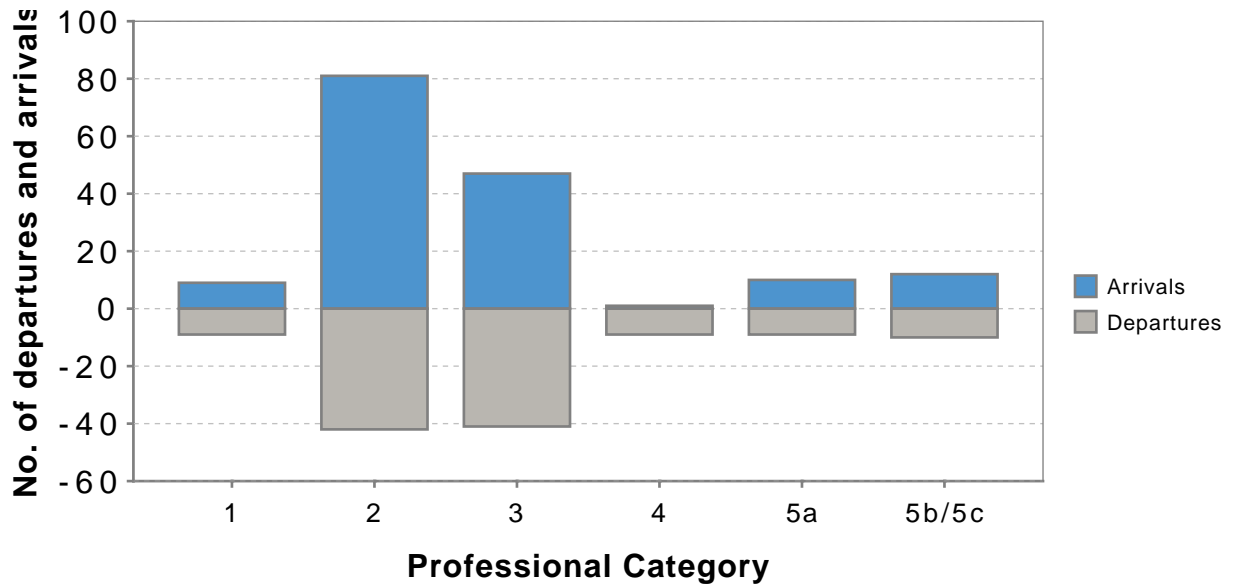
* The person's residential categories which are taken into account for arrivals and departures, are the ones at the arrival date and at the departure date respectively.

Table 30. Staff Member Arrivals and Departures in 2018 by Professional Category

Professional Category	Arrivals	Departures
1	9	9
2	81	42
3	47	41
4	1	9
5a	10	9
5b/5c	12	10
Total	160	120

Departures on 31.12.2018 are included in the total.

Figure 12. Staff Member Arrivals and Departures in 2018 by Professional Category



Departures on 31.12.2018 are included in the total.

Table 31. Staff Member Departures in 2018 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category														Grand Total	
	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b/5c. Office and Admin. work		Total			
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD		
Family/Social				2		1		1						1	3	4
Job connected	1			5	1	4				1		1		2	11	13
Retirement	2		19		19		4		2		2			48		48
Contract expirations		4		14		13		4		4		6			45	45
Mutual agreement		2	1			2				2				1	6	7
Death			1		1						1			3		3
Total	3	6	21	21	21	20	5	4	2	7	3	7	55	65		120

Departures on 31.12.2018 are included in the total.

Users

Table 32. Users by Nationality and Experiment / Programme - 31.12.2018

Nationality	Experiments											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRI NO	OTHER	
AT	19	43	1			13	11	4	5	1	2	99
BE	12	72	1	1	3	2		18	1	2		112
BG	7	38	4	5	11	1		10		2		78
CH	56	48	5	29	9	6	3	4	16	5	19	200
CY	5	13			2			1		1		22
CZ	131	7	29	2	22	7	2	1	3	7	27	238
DE	447	232	138	89	88	33	23	71	71	8	55	1 255
DK	16	4	13	4	5		4	10			3	59
ES	104	87	8	56	5	29	1	36	38	16	41	421
FI	2	44	8		1	6	2	10		2	23	98
FR	244	122	107	71	26	14	35	31	36	23	69	778
GB	313	107	21	112	16	8	22	75	6	42	24	746
GR	91	63	8	3	1	6		6	5	6	21	210
HU	5	27	20		4			5		1	6	68
IL	45	2		1	1		2				6	57
IN	51	153	103	9	12	2	2	8	1	4	9	354
IT	480	475	191	172	148	35	25	39	128	84	119	1 896
LT	7	26	1	1							3	38
NL	61	15	21	47	1	1	1		6	2	11	166
NO	28	1	25		2			6			2	64
PK	8	36	17		1		1	1		1	1	66
PL	68	41	42	34	67	3	10	32	3	6	24	330
PT	34	9	2	3	11	4	1	20	13	2	7	106
RO	47	9	25	11	5	4		19	1	4	6	131
RS	11	14	2	1	4		1	4		1	12	50
SE	41	5	10	2		1	1	17		1	8	86
SI	16	3		1	1	1		2	5		1	30
SK	44	7	47	5	10	1		15		3	4	136
TR	37	80	6	1	4			6	4	1	13	152
UA	18	33	14	10	14			3	3	5	7	107
NMS	1 523	1 276	451	243	271	52	64	106	153	161	116	4 416
Total	3 971	3 092	1 320	913	745	229	211	560	498	391	639	12 569

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 - 31.12.2018

Presence	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5. Administration	
0-10%	3,479	453	211		35	4,178
11-20%	2,457	238	130	2	6	2,833
21-30%	1,515	139	99	1	1	1,755
31-40%	390	37	15			442
41-50%	379	30	21		5	435
51-60%	757	63	45		6	871
61-70%	246	40	32		1	319
71-80%	252	9	11		2	274
81-90%	153	8	3			164
91-100%	1,057	154	61		26	1,298
Total	10,685	1,171	628	3	82	12,569
%	85.01	9.32	5.00	0.02	0.65	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 - 31.12.2018

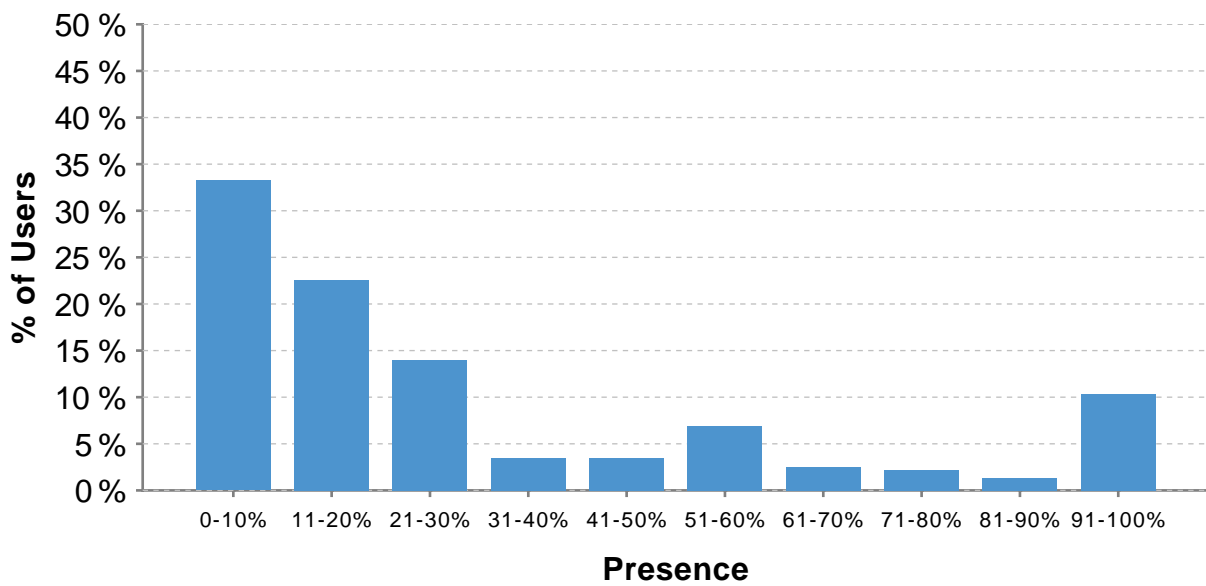


Table 34. Users by Gender and Professional Category - 31.12.2018

		Professional Category											
		1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5. Administration		Total	
Gender		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
F		2,116	19.80	118	10.08	61	9.71			61	74.39	2,356	18.74
M		8,569	80.20	1,053	89.92	567	90.29	3	100.00	21	25.61	10,213	81.26
Total		10,685		1,171		628		3		82		12,569	

Figure 14. Female Users by Professional Category - 31.12.2018

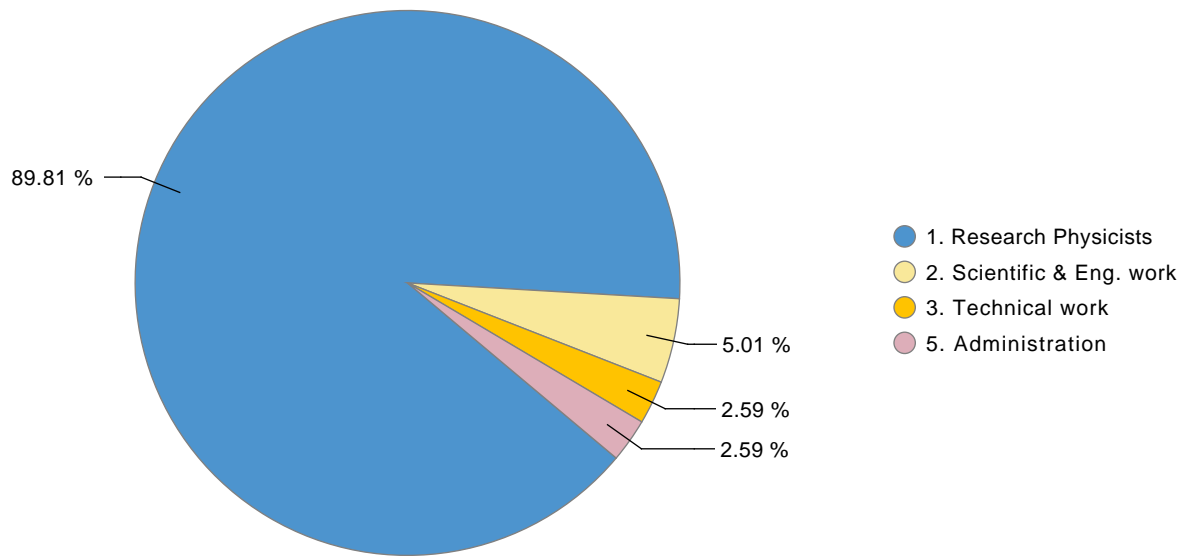


Table 35a. Users by Nationality and Professional Category - 31.12.2018

Nationality	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5. Administration	
AT	84	9	5		1	99
BE	104	4	3		1	112
BG	66	10	1		1	78
CH	148	21	23	2	6	200
CY	20	1	1			22
CZ	186	35	15	1	1	238
DE	1,139	55	52		9	1,255
DK	50	6	3			59
ES	354	52	13		2	421
FI	87	5	2		4	98
FR	505	192	66		15	778
GB	657	53	32		4	746
GR	182	21	6		1	210
HU	54	11	2		1	68
IL	42	6	9			57
IN	325	20	8		1	354
IT	1,602	127	165		2	1,896
LT	28	10				38
NL	116	32	16		2	166
NO	55	7	2			64
PK	50	9	7			66
PL	286	37	7			330
PT	94	8	4			106
RO	117	9	5			131
RS	44	4	1		1	50
SE	82	2	2			86
SI	29	1				30
SK	124	11			1	136
TR	146	6				152
UA	101	6				107
NMS	3,808	401	178		29	4,416
Total	10,685	1,171	628	3	82	12,569
%	85.01	9.32	5.00	0.02	0.65	100

Table 35b. Non-Member State Users by Nationality and Professional Category - 31.12.2018

Nationality	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5. Administration	
AL	3					3
AM	16	3	2			21
AR	22		1			23
AU	26	3				29
AZ	9					9
BA	2		1			3
BD	7	1				8
BI	1					1
BJ	1					1
BO	3		1			4
BR	92	23	10		1	126
BY	37	8				45
CA	149	5	7			161
CL	19	2				21
CM	1					1
CN	502	37	12		2	553
CO	34	10				44
CU	15					15
DZ	11					11
EC	5	1				6
EE	13		1			14
EG	27					27
GE	29	17	3			49
GH	1					1
GT	1					1
HK	1					1
HN	1					1
HR	40	5	1			46
ID	7	5				12
IE	11	1			1	13
IQ	1					1
IR	41	2				43
IS	3		1			4
JO	1	1				2
JP	283	4	1			288
KE	1					1
KN	1					1
KP	3					3
KR	153	3	3		6	165
KZ	8	1				9

Professional Category

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5. Administration	Total
LB	18	5			1	24
LK	10					10
LU	4					4
LV	3					3
MA	20	2				22
ME	6	5				11
MG	3					3
MK	2					2
MM	1	1				2
MN	2					2
MT	3	3				6
MX	76	6	2			84
MY	17				1	18
NG	2					2
NP	7		1			8
NZ	4				1	5
OM	3					3
PE	6					6
PH	3					3
PS	6					6
PY	1					1
RU	869	149	88		2	1,108
SA	4					4
SD	2					2
SG	4					4
SN	1					1
SV	1					1
SY	1					1
TH	20	6				26
TN	2					2
TW	48	1	2		1	52
US	1,014	88	35		13	1,150
UY			1			1
UZ	3					3
VE	7					7
VN	12					12
ZA	39	3	5			47
ZM	1					1
ZW	2					2
Total	3,808	401	178	0	29	4,416
%	86.23	9.08	4.03		0.66	100

Table 36. Users by Nationality over the last 5 years

Nationality	2014	2015	2016	2017	2018
AT	94	95	96	107	99
BE	112	117	117	112	112
BG	77	80	79	82	78
CH	189	190	193	197	200
CY			23	24	22
CZ	223	216	227	240	238
DE	1,145	1,194	1,210	1,235	1,255
DK	57	52	60	63	59
ES	343	351	372	389	421
FI	81	94	103	98	98
FR	764	789	788	787	778
GB	655	651	672	706	746
GR	171	189	198	210	210
HU	70	70	68	67	68
IL	55	54	52	54	57
IN				332	354
IT	1,728	1,761	1,813	1,833	1,896
LT					38
NL	146	153	155	154	166
NO	60	59	58	61	64
PK		54	54	62	66
PL	258	277	285	316	330
PT	102	105	106	109	106
RO	125	134	125	131	131
RS	41	42	43	51	50
SE	70	80	84	77	86
SI				32	30
SK	104	108	119	117	136
TR		160	160	164	152
UA			93	104	107
NMS	4,215	4,379	4,468	4,322	4,416
Total	10,885	11,454	11,821	12,236	12,569

Table 37. Non-Member State Users by Nationality over the last 5 years - Top 10 Nationalities at end 2018

Nationality	2014	2015	2016	2017	2018
US	981	1,064	1,119	1,143	1,150
RU	986	1,021	1,063	1,095	1,108
CN	328	415	422	486	553
JP	288	302	303	292	288
KR	118	139	164	168	165
CA	140	146	145	151	161
BR	118	129	121	132	126
MX	72	83	78	77	84
TW	50	51	49	47	52
GE	35	43	45	44	49
Total	3,116	3,393	3,509	3,635	3,736

Staff Recruitment

Table 38. Candidate Applications, Invitations, Attendances to Selection Boards, Selections and Offer Refusals during 2018 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	11	33	44	1	5	6					1	1				2.27
BE	30	95	125	1	12	13				1	2	3				2.40
BG	46	66	112	2	4	6					3	3				2.68
CH	486	649	1,135	9	20	29		2	2	1	4	5		1	1	0.44
CY	10	15	25		1	1										0.00
CZ	15	36	51		2	2										0.00
DE	51	173	224	2	16	18		1	1	1	6	7				3.13
DK	10	27	37	1	3	4		1	1		1	1				2.70
ES	169	597	766	9	47	56		1	1	2	10	12				1.57
FI	21	89	110	1	6	7				1	5	6				5.45
FR	843	1,877	2,720	20	112	132	1	2	3	4	27	31				1.14
GB	117	469	586	8	40	48				2	13	15	1		1	2.56
GR	138	358	496	9	21	30				2	5	7				1.41
HU	24	57	81	2	5	7				1	2	3				3.70
IL	1	25	26													0.00
IN	137	1,003	1,140	2	7	9										0.00
IT	292	1,074	1,366	16	58	74	1	1	2	4	22	26		1	1	1.90
LT	24	38	62	1	3	4					1	1				1.61
NL	23	58	81		1	1										0.00
NO	19	140	159		7	7					2	2				1.26
PK	49	843	892		3	3					1	1				0.11
PL	93	245	338	7	17	24				3	4	7				2.07
PT	81	246	327	1	11	12		1	1		2	2				0.61
RO	86	249	335	1	6	7										0.00
RS	12	65	77		1	1					1	1				1.30
SE	17	58	75	1	1	2										0.00
SI	12	12	24		2	2										0.00
SK	21	29	50	2	2	4		1	1	1		1				2.00
TR	41	199	240	3	3	6	1		1		1	1				0.42
UA	28	62	90	2	4	6				1		1				1.11
NMS	119	413	532	1	4	5					2	2				0.38
Total	3,026	9,300	12,326	102	424	526	3	10	13	24	115	139	1	2	3	1.13

Figure 15. Candidate Applications, Invitations and Selections in 2018 by Gender

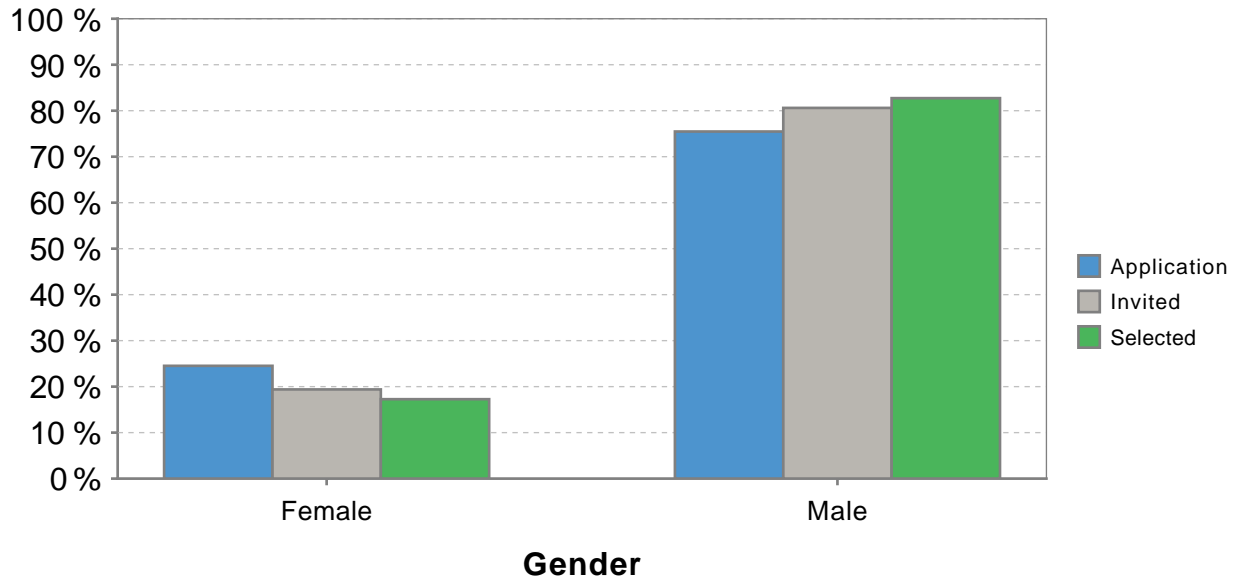


Table 39. Return on Staff Applicants by Nationality in 2018

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	44	0.36	2.10	17.14
BE	125	1.01	2.65	38.11
BG	112	0.91	0.29	313.79
CH	1,135	9.21	3.94	233.76
CY	25	0.20	0.09	222.22
CZ	51	0.41	0.91	45.05
DE	224	1.82	20.10	9.05
DK	37	0.30	1.76	17.05
ES	766	6.21	6.89	90.13
FI	110	0.89	1.30	68.46
FR	2,720	22.07	13.81	159.81
GB	586	4.75	15.49	30.66
GR	496	4.02	1.09	368.81
HU	81	0.66	0.60	110.00
IL	26	0.21	1.58	13.29
IN	1,140	9.25	1.07	864.49
IT	1,366	11.08	10.20	108.63
LT	62	0.50	0.09	555.56
NL	81	0.66	4.51	14.63
NO	159	1.29	2.65	48.68
PK	892	7.24	0.13	5,569.23
PL	338	2.74	2.76	99.28
PT	327	2.65	1.08	245.37
RO	335	2.72	1.00	272.00
RS	77	0.62	0.17	364.71
SE	75	0.61	2.63	23.19
SI	24	0.19	0.09	211.11
SK	50	0.41	0.48	85.42
TR	240	1.95	0.49	397.96
UA	90	0.73	0.09	811.11
NMS	532	4.32		
Total	12,326	100	100	

Table 40. Vacancies Published and Filled during 2018

Vacancies published in 2018	126
Vacancies filled in 2018*	130
Vacancies republished in 2018	14

* Vacancies filled in 2018 include vacancies published in year 2017 and year 2018.

Table 41. Candidate Applications and Selections by Professional Category in 2018

Prof. Category		Candidates			
		Application (%)		Selected (%)	
		F	M	F	M
1	17.02	82.98		100.00	
2	10.36	89.64	17.91	82.09	
3	5.71	94.29	2.94	97.06	
4	3.62	96.38	15.38	84.62	
5a	48.75	51.25	33.33	66.67	
5b/c	65.29	34.71	75.00	25.00	

Figure 16. Applications and Success Rate of Female Candidates by Professional Category

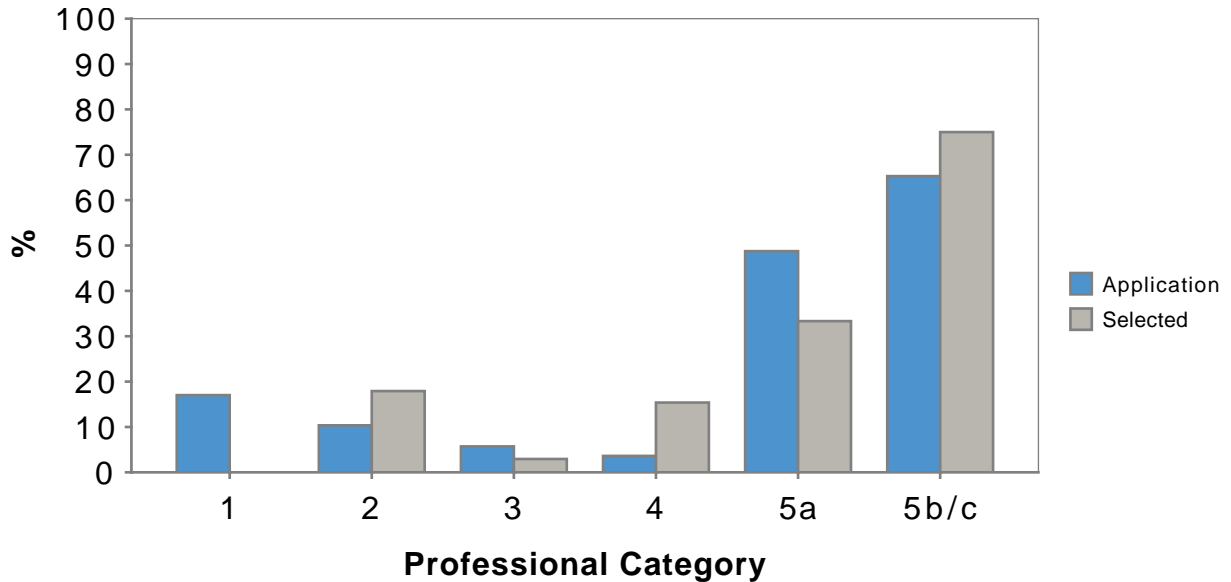


Table 42. Number of Staff Candidates Selected by Nationality over the last 5 years

Nationality	2014	2015	2016	2017	2018	Total
AT	3		2	7	1	13
BE	4	2	2	3	3	14
BG			3	3	3	9
CH	9	11	7	8	5	40
CY				1		1
CZ	2	2				4
DE	11	4	9	11	7	42
DK	2	1	1		1	5
ES	20	18	12	18	12	80
FI	2	4	4	2	6	18
FR	48	54	46	57	31	236
GB	13	16	12	21	15	77
GR	2	5	8	10	7	32
HU	1	2	3	2	3	11
IL	2	1	2			5
IT	17	24	20	29	26	116
LT					1	1
NL	2	2	3	2		9
NO	1		3	2	2	8
PK					1	1
PL	8	7	8	11	7	41
PT	7	2	1	8	2	20
RO	4	2	1	5		12
RS	1	1	1	1	1	5
SE	2	1	2	2		7
SK				1	1	2
TR					1	1
UA					1	1
NMS	3	3	2	5	2	15
Total	164	162	152	209	139	826

Table 43. Staff Members Recruited (Arrivals) in 2018 by Professional Category

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work
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1	2	3	4	5a	5b/5c	Total
9	81	47	1	10	12	160

Staff on LD contracts granted an IC contract with starting date in 2018

1	2	3	4	5a	5b/5c	Total
1	21	16	1	3	3	45

Staff with LD extensions by professional category as at 31.12.2018

	1	2	3	4	5a	5b/5c	Total
No. of eligible as at 31.12.2017 *	5	41	26	6	9	9	96
No. of extended as at 31.12.2018 **		30	16	3	4	5	58

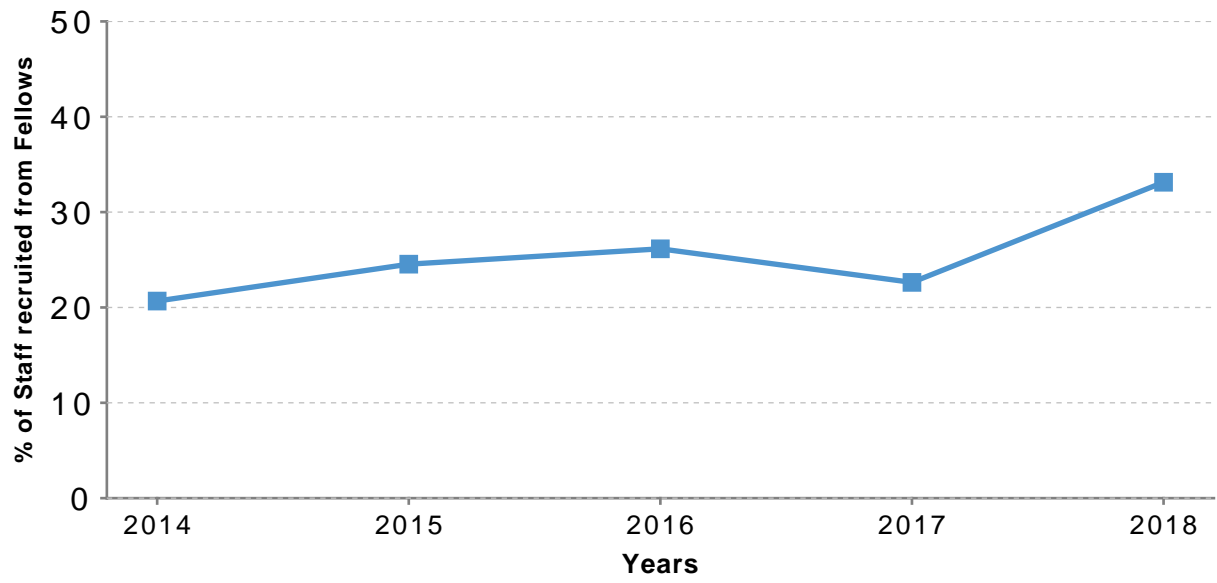
* Staff members on LD contracts in their 5th year on 31st December 2017.

** Staff members on LD contracts in their 6th year on 31st December 2018.

Staff members recruited (Arrivals) by previous CERN status

From	1	2	3	4	5a	5b/5c	Total
Fellows	4	35	10		2	2	53
MPA	2	12	2				16
No previous CERN status	3	34	35	1	8	10	91

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



Fellows Recruitment

Table 44. Candidates Applied and Selected during 2018 by Nationality and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	3	13	16		3	3	18.75
BE	3	12	15	1	1	2	13.33
BG	4	10	14		2	2	14.29
CH	13	39	52	3	6	9	17.31
CY	1	5	6				
CZ	1	10	11		1	1	9.09
DE	15	65	80	2	10	12	15.00
DK		7	7				
ES	54	143	197	5	14	19	9.64
FI	3	9	12		2	2	16.67
FR	33	110	143	5	25	30	20.98
GB	27	93	120	6	13	19	15.83
GR	58	146	204	1	16	17	8.33
HU	4	9	13		4	4	30.77
IL		8	8				
IN	51	135	186		2	2	1.08
IT	51	226	277	10	28	38	13.72
LT	2	7	9		1	1	11.11
NL	8	15	23	1	2	3	13.04
NO	6	17	23	1	5	6	26.09
PK	73	305	378				
PL	34	70	104	5	17	22	21.15
PT	7	30	37	1	4	5	13.51
RO	8	7	15	3	1	4	26.67
RS	6	7	13	1	1	2	15.38
SE	2	8	10				
SI		3	3		1	1	33.33
SK	9	6	15	1	1	2	13.33
TR	5	23	28		1	1	3.57
UA	4	10	14				
NMS	31	73	104	2	13	15	14.42
Total	516	1,621	2,137	48	174	222	10.39

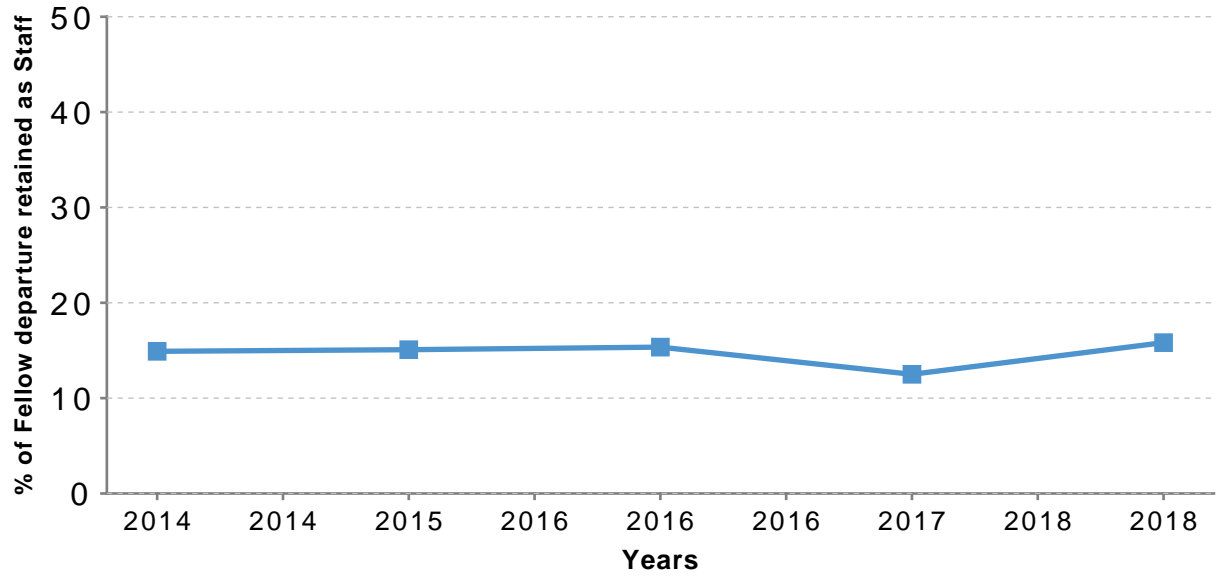
Table 45. Return on Fellow Applicants by Nationality in 2018

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	16	0.75	2.10	35.71
BE	15	0.70	2.65	26.42
BG	14	0.66	0.29	227.59
CH	52	2.43	3.94	61.68
CY	6	0.28	0.09	311.11
CZ	11	0.51	0.91	56.04
DE	80	3.74	20.10	18.61
DK	7	0.33	1.76	18.75
ES	197	9.22	6.89	133.82
FI	12	0.56	1.30	43.08
FR	143	6.69	13.81	48.44
GB	120	5.62	15.49	36.28
GR	204	9.55	1.09	876.15
HU	13	0.61	0.60	101.67
IL	8	0.37	1.58	23.42
IN	186	8.70	1.07	813.08
IT	277	12.96	10.20	127.06
LT	9	0.42	0.09	466.67
NL	23	1.08	4.51	23.95
NO	23	1.08	2.65	40.75
PK	378	17.69	0.13	13,607.69
PL	104	4.87	2.76	176.45
PT	37	1.73	1.08	160.19
RO	15	0.70	1.00	70.00
RS	13	0.61	0.17	358.82
SE	10	0.47	2.63	17.87
SI	3	0.14	0.09	155.56
SK	15	0.70	0.48	145.83
TR	28	1.31	0.49	267.35
UA	14	0.66	0.09	733.33
NMS	104	4.87		
Total	2,137	100	100	

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

Nat.	2014	2015	2016	2017	2018	Total
AT	6	10	6	2	3	27
BE	7	7	5	4	2	25
BG	2	4	1	4	2	13
CH	13	9	14	8	9	53
CY			1	2		3
CZ	4	5	7	3	1	20
DE	34	37	49	24	12	156
DK	1	1		2		4
ES	47	44	31	50	19	191
FI	3	2	4	5	2	16
FR	39	38	56	42	30	205
GB	21	19	20	25	19	104
GR	15	22	24	25	17	103
HU	2	4	8		4	18
IL	2	1		2		5
IN				9	2	11
IT	53	72	78	72	38	313
LT					1	1
NL	6	1	2	4	3	16
NO	7	6	6	14	6	39
PK			1	1		2
PL	15	26	33	30	22	126
PT	10	7	16	5	5	43
RO	4	4	9	1	4	22
RS		1		1	2	4
SE	1	4	4	4		13
SI					1	1
SK	2	4	1	4	2	13
TR		1	4	1	1	7
UA			2	2		4
NMS	26	21	30	28	15	120
Total	320	350	412	374	222	1,678

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 2018 by Nationality and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	14	19	33	5	6	11	33.33
BE		6	6				
BG	5	4	9	1		1	12.50
CH	3	12	15	1	1	2	13.33
CY	2	7	9				
CZ	2	11	13				
DE	25	89	114	3	22	25	21.93
DK	5	13	18				
ES	27	72	99		6	6	6.06
FI	4	10	14				
FR	20	76	96	3	2	5	5.21
GB	78	235	313		1	1	0.32
GR	71	152	223	7	14	21	9.42
HU	2	8	10		4	4	40.00
IL		1	1				
IN	72	287	359	1	2	3	0.84
IT	35	136	171	4	16	20	11.70
LT	3	5	8				
NL	4	27	31		3	3	9.68
NO	6	33	39		4	4	10.26
PK	52	269	321	1	3	4	1.25
PL	30	68	98	7	6	13	13.27
PT	1	15	16	1	1	2	12.50
RO	13	14	27	2		2	7.41
RS	7	5	12		1	1	8.33
SE	7	18	25		2	2	8.00
SI	1		1				
SK	1	10	11	1		1	9.09
TR	11	30	41		2	2	4.88
UA	3	11	14		3	3	21.43
NMS	3	11	14		3	3	21.43
Total	507	1,654	2,161	37	102	139	6.43

Table 48. Number of Students Selected (Technical and Doctoral Student Programme) by Nationality over the last 5 years

Nat.	2014	2015	2016	2017	2018	Total
AT	10	15	15	15	11	66
BE	3	7		1		11
BG	3	1	2		1	7
CH	5	5	6	2	2	20
CY			1			1
CZ	6	3	2	2		13
DE	53	35	42	47	25	202
DK	3		1	1		5
ES	34	26	27	23	6	116
FI	10	5	9	4		28
FR	21	12	19	14	5	71
GB	26	11	6	14	1	58
GR	41	44	36	44	21	186
HU	9	11	3	2	4	29
IN				7	3	10
IT	59	48	44	45	20	216
NL	7	6	5	6	3	27
NO	12	8	19	14	4	57
PK			5	5	4	14
PL	53	30	42	32	13	170
PT	7	3	2	5	2	19
RO	5	3	6	6	2	22
RS	2	1	2	4	1	10
SE	8	7	13	6	2	36
SI				1		1
SK	2	4	2	4	1	13
TR		2	1	4	2	9
UA			2	4	3	9
NMS	10	6	6	6	3	31
Total	389	293	318	318	139	1,457

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

Table 49. Candidates Applied and Selected for the Summer Student Programme during 2018 by Nationality and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	4	6	10	1	4	5	50.00
BE	4	15	19	1	3	4	21.05
BG	5	10	15	2	2	4	26.67
CH	2	6	8	1		1	12.50
CY	7	9	16	2	3	5	31.25
CZ	2	8	10	1	2	3	30.00
DE	19	49	68	9	14	23	33.82
DK	6	11	17		2	2	11.76
ES	37	113	150	2	11	13	8.67
FI	6	14	20	3	2	5	25.00
FR	21	58	79	1	13	14	17.72
GB	36	89	125	6	10	16	12.80
GR	19	72	91	1	6	7	7.69
HU		7	7		2	2	28.57
IL	1	6	7		3	3	42.86
IN	114	318	432	6	12	18	4.17
IT	43	79	122	7	15	22	18.03
LT	1	11	12		3	3	25.00
NL	5	11	16	2	6	8	50.00
NO	11	15	26	2	4	6	23.08
PK	45	155	200	2	3	5	2.50
PL	23	35	58	2	5	7	12.07
PT	11	21	32		3	3	9.38
RO	6	17	23	2	2	4	17.39
RS	6	7	13	2		2	15.38
SE	13	30	43	1	4	5	11.63
SI	3	7	10	2	2	4	40.00
SK	2	4	6	2	1	3	50.00
TR	16	38	54	2		2	3.70
UA	10	20	30	2	2	4	13.33
NMS	304	537	841	62	100	162	19.26
Total	782	1,778	2,560	126	239	365	14.26

Table 50. Candidates Applied and Selected for the Administrative Student Programme during 2018 by Nationality and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	1	1	2				
BE	2	1	3				
BG	3	3	6				
CH	15	6	21	4		4	19.05
CZ	2	1	3				
DE	4	6	10				
DK	1		1				
ES	11	7	18	2	1	3	16.67
FI	2	1	3				
FR	29	10	39	2		2	5.13
GB	8	5	13	2		2	15.38
GR	45	17	62	5	2	7	11.29
HU	1	1	2				
IN	16	30	46	1		1	2.17
IT	20	10	30	2		2	6.67
NO	5	1	6	1		1	16.67
PK	46	94	140		1	1	0.71
PL	14	3	17	2		2	11.76
PT	2	2	4				
RO	1		1	1		1	100.00
RS	5		5	2		2	40.00
SE	1	1	2				
SI	1		1				
SK	2		2				
TR	12	10	22	1		1	4.55
UA	8	2	10	1		1	10.00
NMS	3	1	4				
Total	260	213	473	26	4	30	6.34

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

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 Ressources 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/5c	Office & Administrative work

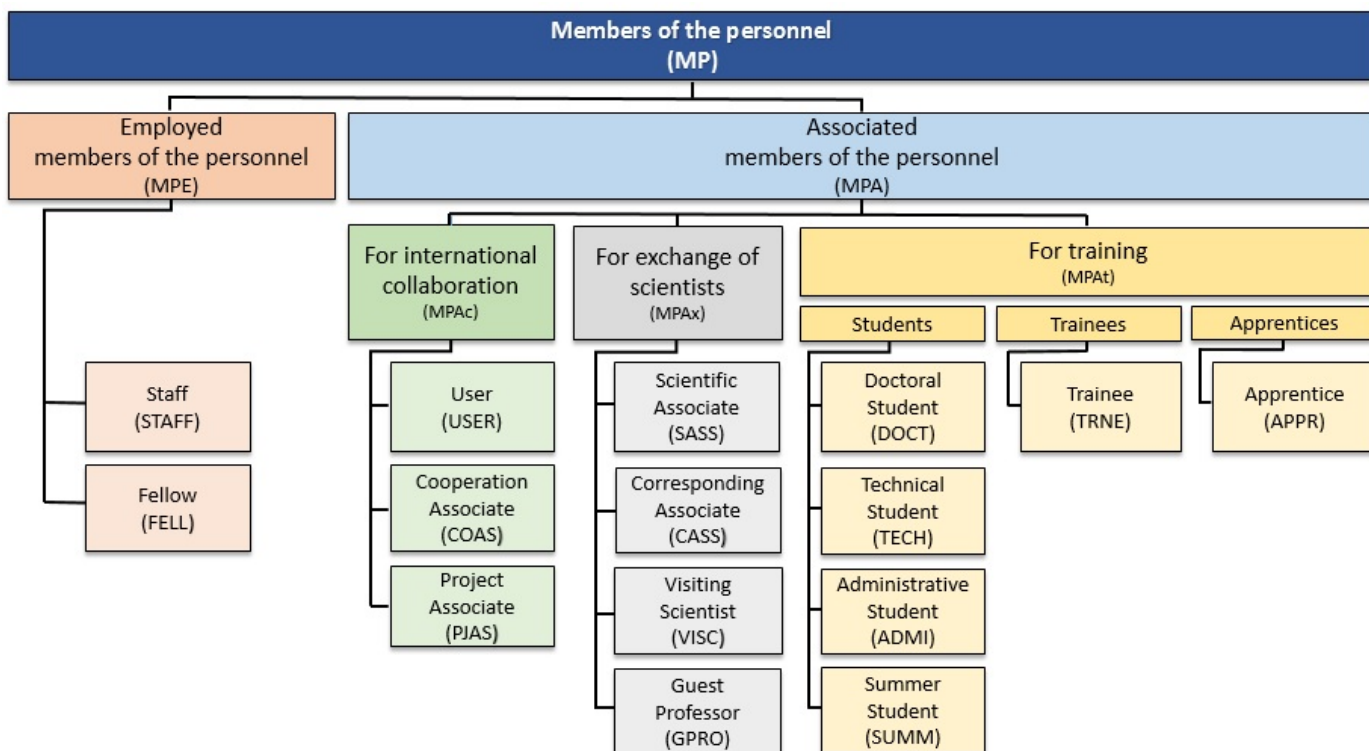
CERN Status

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

Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10
		Accelerator/ Industrial Process Operations Technician	Accelerator/ Industrial Process Operations Technician	Accelerator/ Industrial Process Operations Technician					
			Civil Engineering Technician	Civil Engineering Technician	Civil Engineering Technician	Civil Engineer		Principal Civil Engineer	
				Civil Engineering Technical Engineer					
		Computing Technician	Computing Technician	Computing Technician	Computing Technician	Computing Engineer		Principal Computing Engineer	
				Computing Technical Engineer					
		Electrical Technician	Electrical Technician	Electrical Technician	Electrical Technician	Electrical Engineer		Principal Electrical Engineer	
				Electrical Technical Engineer					
Electronics Craftsperson				Electronics Technical Engineer					
		Electronics Technician	Electronics Technician	Electronics Technician	Electronics Technician	Electronics Engineer		Principal Electronics Engineer	
				Electromechanical Technician		Electromechanical Engineer		Principal Electromechanical Engineer	
				Electromechanical Technical Engineer					
		Health, Safety and Environment Technician	Health, Safety and Environment Technician	Health, Safety and Environment Technician	Health, Safety and Environment Technician	Health, Safety and Environment Engineer		Principal Health, Safety and Environment Engineer	
				Health, Safety and Environment Technical Engineer					
Mechanical Craftsperson				Mechanical Technical Engineer					
		Material Science/Chemical Technician	Material Science/Chemical Technician	Material Science/Chemical Technician	Material Science/Chemical Technician	Material Science/Chemical Engineer/Chemist		Principal Material Science/Chemical Engineer/Chemist	
				Material Science/Chemical Technical Engineer					
		Mechanical Technician	Mechanical Technician	Mechanical Technician	Mechanical Technician	Mechanical Engineer		Principal Mechanical Engineer	
		Radiation Protection Technician	Radiation Protection Technician	Radiation Protection Technician	Radiation Protection Technician	Radiation Protection Physicist		Principal Radiation Protection Physicist	
				Radiation Protection Technical Engineer					
						Applied Physicist		Principal Applied Physicist	
						Research Physicist		Principal Research Physicist	
						Theoretical Physicist		Principal Theoretical Physicist	
	Firefighter					Commanding Fire Officer			
				Fire Officer					
				Nurse (Occupational Health)					
						Physician (Occupational Health)		Principal Physician (Occupational Health)	
						Site Security Professional			
Administrative Clerk									
		Process/Services Assistant	Process/Services Assistant	Process/Services Assistant					
		Personal/Team Assistant	Personal/Team Assistant	Personal/Team Assistant					
				Executive Personal Assistant					
				Business Process Support Officer					
						Business Process Analyst		Principal Business Process Analyst	
				Communication/Public/External Relations Support Officer					
						Communication/Public/External Relations professional		Principal Communication/Public/External Relations Professional	
				Financial Support Officer					
						Financial Professional		Principal Financial Professional	
				Human Resources Support Officer					
						Human Resources Professional		Principal Human Resources Professional	
						Internal Auditor		Principal Internal Auditor	
						Knowledge Transfer Professional		Principal Knowledge Transfer Professional	
						Legal Adviser		Principal Legal Adviser	
				Logistics Support Officer					
						Logistics Professional		Principal Logistics Professional	
				Procurement Support Officer					
						Procurement Professional		Principal Procurement Professional	
				Scientific Information Support Officer					
						Scientific Information Professional		Principal Scientific Information Professional	
						Translator		Principal Translator	
						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
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
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
GT	GUATEMALA
HK	HONG-KONG
HN	HONDURAS
HR	CROATIA

Nationalities

Code	Description
HU	HUNGARY
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JO	JORDAN
JP	JAPAN
KE	KENYA
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
ME	MONTENEGRO
MG	MADAGASCAR
MK	T.F.Y.R. OF MACEDONIA
MM	MYANAMAR
MN	MONGOLIA
MT	MALTA
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
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL

Nationalities

Code	Description
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
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