



**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

2011

Human Resources Department
March 2012

Contents

Table		Page
1.	Total number of members of the personnel by department, status and funding	4
2.	Evolution in the number of staff members, fellows and associates over the last 5 years	5
3.	Total number of female members of the personnel by department and status	6
4.	Staff, fellows and associates by professional category	7
5a.	Staff members by gender and professional category	8
5b.	Users by gender and professional category	8
6.	Staff members by professional category over the past 10 years	9
7a.	Users by nationality and professional category	10
7b.	Non-member state users by nationality and professional category	11
8.	Staff members by type of contract and years of service	13
9.	Staff members by professional category and type of contract	14
10.	Evolution in the number of staff members by professional category and type of contract over the past 5 years	15
11.	Evolution in the number of children, infants and personnel receiving family allowance ov	16
12.	Staff Members by nationality and type of residence	17
13.	Other members of the personnel by nationality and status	18
14.	Staff members by nationality and professional category	19
15.	Staff members by nationality, career path and gender	20
16.	Staff members by nationality, gender and professional category	21
17.	Evolution in the number of staff members by age range over the last 10 years	22
18.	Staff members by age range and professional category	23
19.	Fellows, associates and users by age range	24
20.	Evolution of Arrivals of staff members by age group over the past 10 years	25
21.	Average age by professional category, status and type of contract	26
22.	Staff members by professional category and years of service	26
	Staff Recruitment	
23.	Candidates applied, invited/appeared for selection boards and appointments offered/refused by nationality and gender	27
24.	Vacancies published and filled	27
25.	Number of candidates selected by nationality over the past 5 years	28
26.	Staff members recruited (arrivals) by professional category	29
	Fellows	
27a./b.	Recruitment of fellows by gender and nationality	30
28.	Number of fellows selected by nationality over the past 5 years	31
	Students	
29.	Number of candidates applied and selected for the technical and doctoral student programme by nationality and gender	32
30.	Number of students selected (TECH, DOCT) by nationality over the past 5 years	32
31.	Number of candidates applied and selected for the summer student programme by nationality and gender	33
32.	Staff member arrivals and departures by residential category and nationality	34
33.	Staff member arrivals and departures by professional category	35
34.	Staff member departures by professional category, type of contract and reason for leaving	36

Definitions

Departments / Units

Code Department

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

Nationalities

	According to the international ISO codes
MS	Member States (including Candidate Member States and Pre-stage Associate Member States)
NMS	Non-member States

Professional Categories

Code Category

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

Types of Contract

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

Grouping of Associated Members of the Personnel

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

NOTES

Please note that 2424 Staff in 'headcount' equates to 2358.4 FTE for 2011 of which 63.9 FTE are externally funded, 38.5 are paid but not available and therefore 2256 are active staff paid by CERN in line with the figures presented in the APR

All figures refer to a headcount as at 31.12.2011 unless specified otherwise.

TABLE 1. Total Number of Members of the Personnel by Department, Status and Funding - 31.12.2011

	Staff	Fellows	Associates MS	Associates NMS	Students	Apprent.	Total CERN	Users MS	Users NMS	Grand Total
BE	368	74	49	15	78		584	67	58	709
DG	94	6	4	1	2		107	13	10	130
DGS	82	13	3	2	12		112	10	1	123
EN	356	60	17	4	34		471	47	7	525
FP	74	2			8		84	21	1	106
GS	242	17	8	3	7		277	1	1	279
HR	73	3	1		3	21	101			101
IT	219	49	13		26		307	39	27	373
PF	17				1		18			18
PH	483	201	123	46	83		936	6462	3566	10964
TE	416	52	14	3	34		519	36	21	576
Total	2424	477	232	74	288	21	3516	6696	3692	13904

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

Figure 1: Members of the Personnel - 31.12.2011

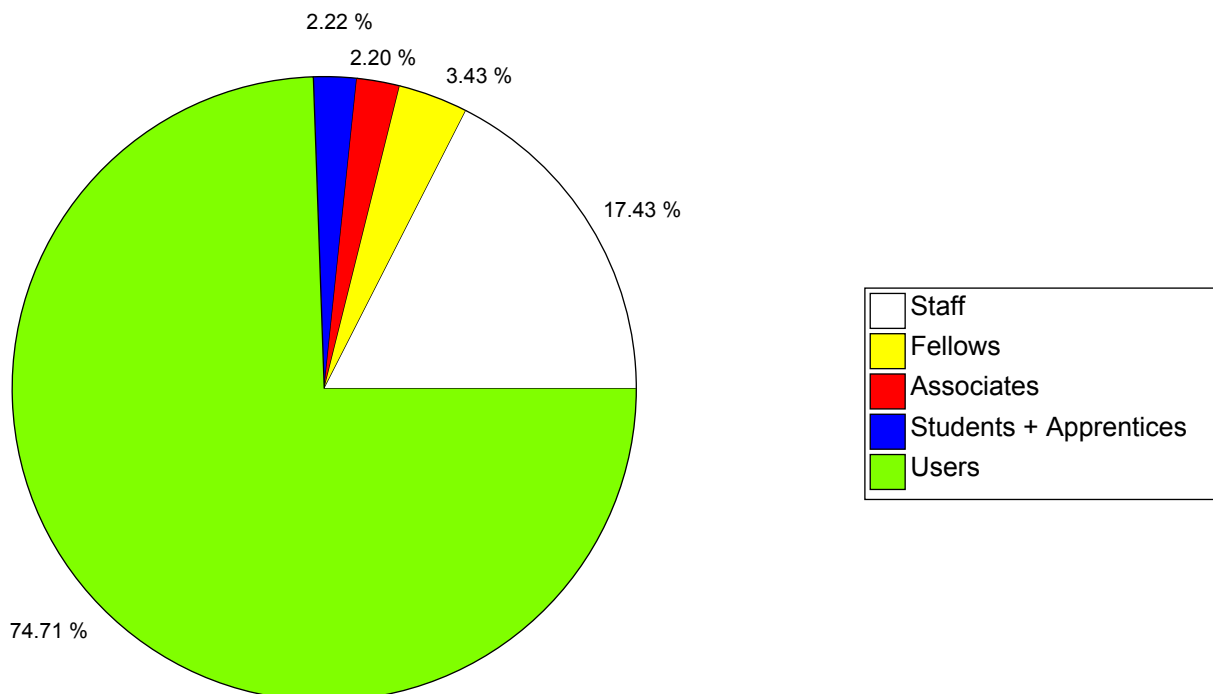


TABLE 2. Evolution in the number of Staff Members, Fellows and Associates over the last 5 years (Students and Apprentices excluded)

	Staff Members		Fellows		Assoc.		CERN Total		Users		Grand Total	
31.12.2007	2 544	- 101	276	7	371	- 73	3 191	- 167	8 369	875	11 560	708
31.12.2008	2 400	- 144	294	18	290	- 81	2 984	- 207	9 140	771	12 124	564
31.12.2009	2 377	- 23	371	77	291	1	3 039	55	9 495	355	12 534	410
31.12.2010	2 427	49	431	60	284	- 7	3 142	102	9 992	497	13 134	599
31.12.2011	2 424	- 3	477	46	306	22	3 207	65	10 388	396	13 595	461

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

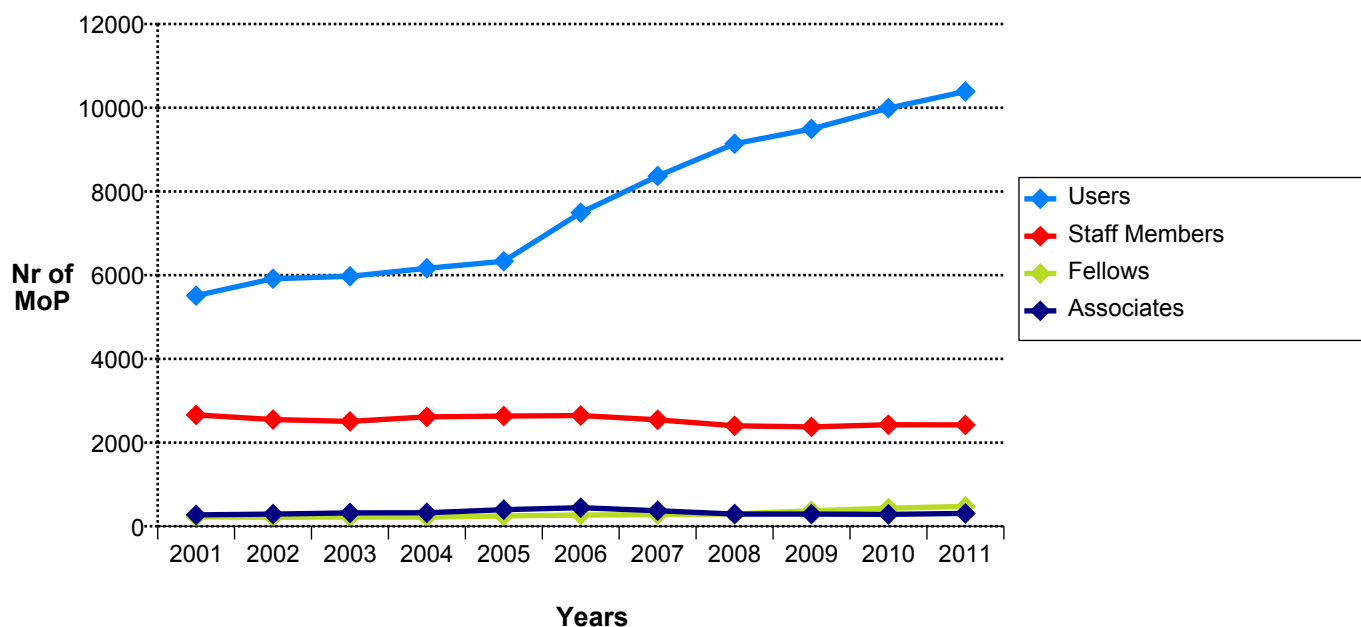


TABLE 3. Total Number of Female Members of the Personnel by Department and Status - 31.12.2011

	Staff	Fellows	Associates MS	Associates NMS	Students	Apprent.	Users MS	Users NMS	Total CERN	Grand Total
BE	52	15	5	4	12		8	3	88	99
DG	56	4	1	1	1		6	6	63	75
DGS	23	5	3	1	2		3		34	37
EN	33	13	3		7		8	1	56	65
FP	49	2			3		7		54	61
GS	54	2	2		1		1		59	60
HR	60	3			3	4			70	70
IT	37	7	1		3		4	8	48	60
PF	9								9	9
PH	86	29	21	5	16		1093	538	157	1788
TE	43	14	2		7		5		66	71
Total	502	94	38	11	55	4	1135	556	704	2395

	Staff	Fellows	Associates	Students	Apprent.	Users	Total CERN Paid	Grand Total
%	20.71	19.71	16.01	19.10	19.05	16.28	20.02	17.23

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

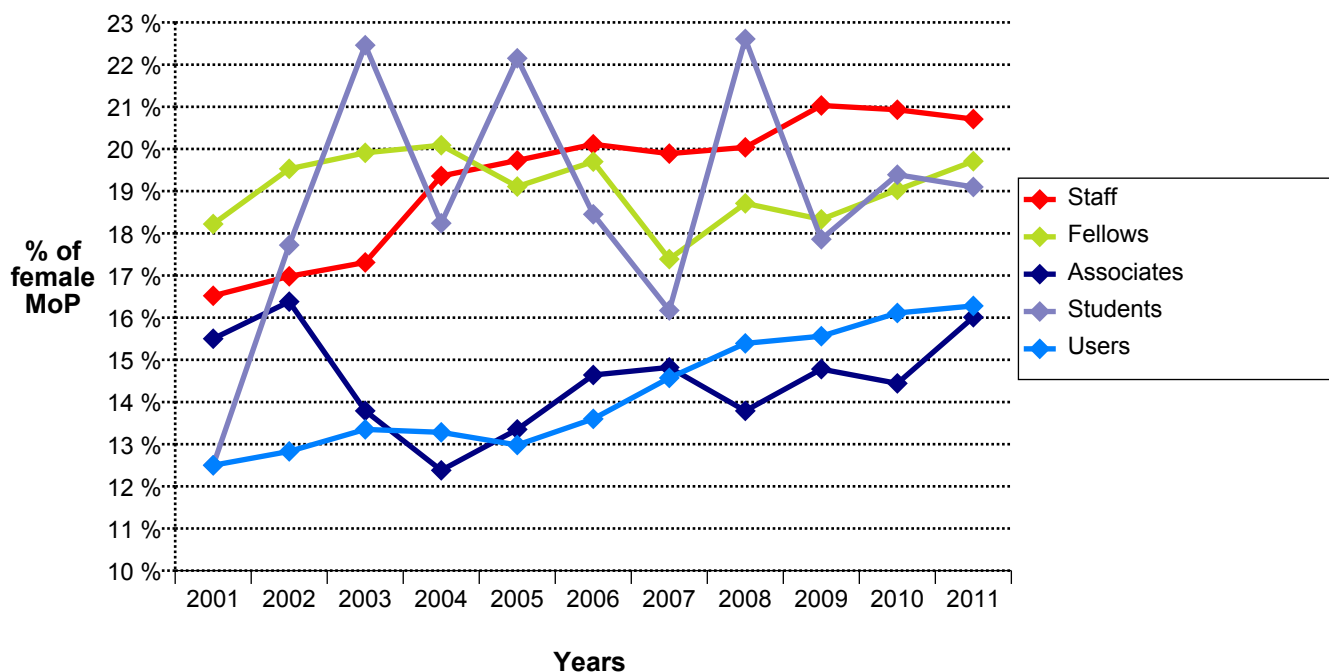


TABLE 4. Staff Members, Fellows and Associates by Professional Category, at End 2011 and 2010

	2011						2010					
	Staff		Fellows & Associates		Total		Staff		Fellows & Associates		Total	
	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%
1. Research Physicists	77	3.18	256	32.69	333	10.38	75	3.09	235	32.87	310	9.87
2. Scientific & Eng. work	969	39.98	494	63.09	1463	45.62	947	39.02	453	63.36	1400	44.56
3. Technical work	848	34.98	17	2.17	865	26.97	850	35.02	16	2.24	866	27.56
4. Manual work	142	5.86			142	4.43	157	6.47			157	5.00
5a. Prof. Admin. work	120	4.95	15	1.92	135	4.21	121	4.99	10	1.40	131	4.17
5b. Office and Admin. work	253	10.44	1	0.13	254	7.92	256	10.55	1	0.14	257	8.18
5c. Office work	15	0.62			15	0.47	21	0.87			21	0.67
Total	2424	100	783	100	3207	100	2427	100	715	100	3142	100

Figure 5a. Female Staff Members by Professional Category - 31.12.2011

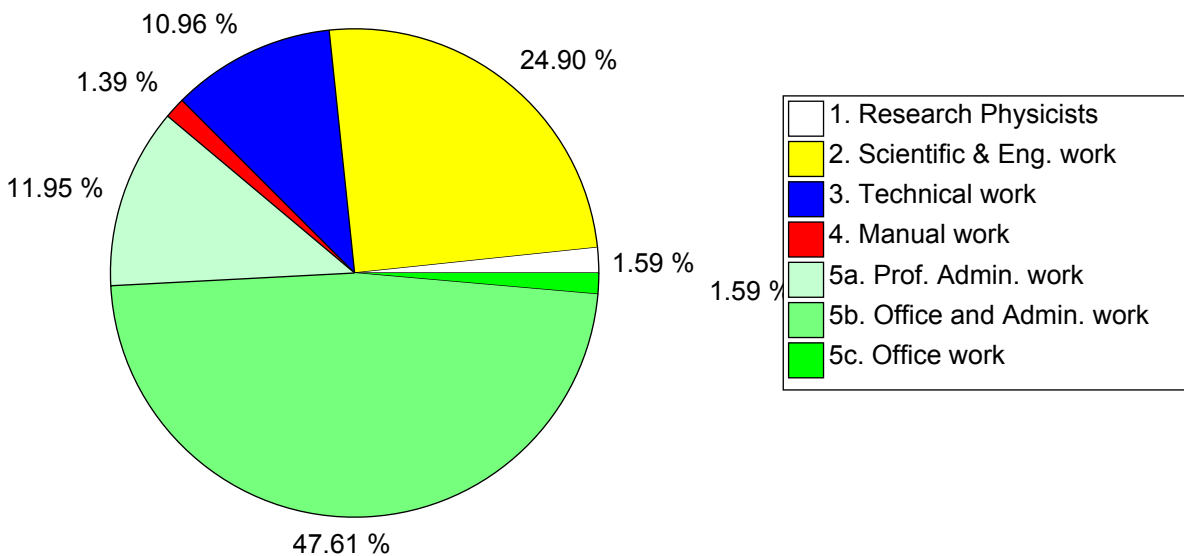


TABLE 5A. Staff Members by Gender and Professional Category - 31.12.2011

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
Men	69	89.61	845	87.11	794	93.52	134	95.04	59	49.58	14	5.53	7	46.67	1922	79.29
Women	8	10.39	125	12.89	55	6.48	7	4.96	60	50.42	239	94.47	8	53.33	502	20.71
Total	77	100	970	100	849	100	141	100	119	100	253	100	15	100	2424	100

TABLE 5B. Users by Gender and Professional Category - 31.12.2011

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
Men	7271	82.98	873	90.65	524	90.81	5	100.00	24	30.00					8697	83.72
Women	1491	17.02	90	9.35	53	9.19			56	70.00	1	100.00			1691	16.28
Total	8762	100	963	100	577	100	5	100	80	100	1	100			10388	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 5b: Female Users by Professional Category - 31.12.2011

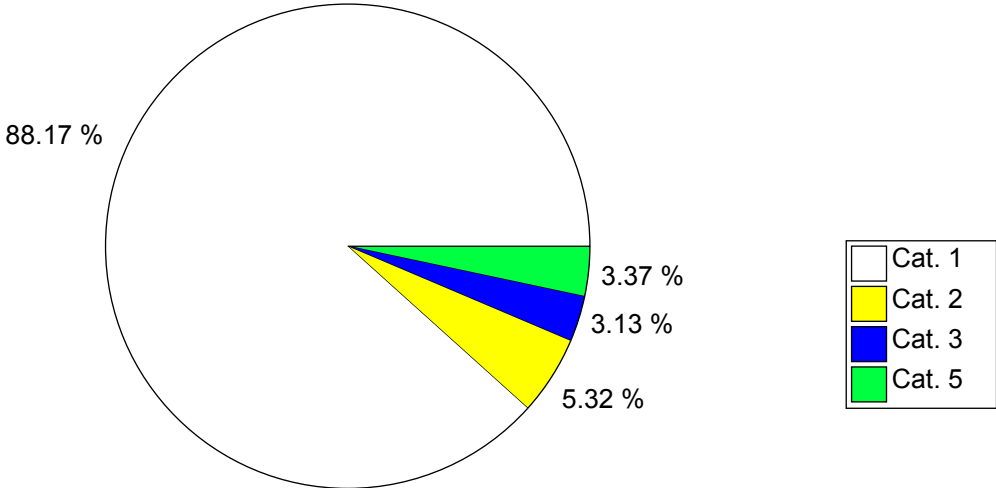


TABLE 6. Staff Members by Professional Category over the past 10 years

Prof. Category	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
1	88	81	72	74	73	76	78	71	74	75	77
2	979	977	953	958	957	980	969	914	908	947	969
3	911	862	862	881	898	900	867	838	826	850	848
4	244	203	205	224	233	224	208	190	171	157	142
5A	130	127	128	126	122	122	111	106	109	121	120
5B	251	254	249	305	308	303	279	256	266	256	253
5C	60	46	38	46	44	40	32	25	23	21	15
Total	2663	2550	2507	2614	2635	2645	2544	2400	2377	2427	2424

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 6. Staff Members by Professional Category over the past 10 years

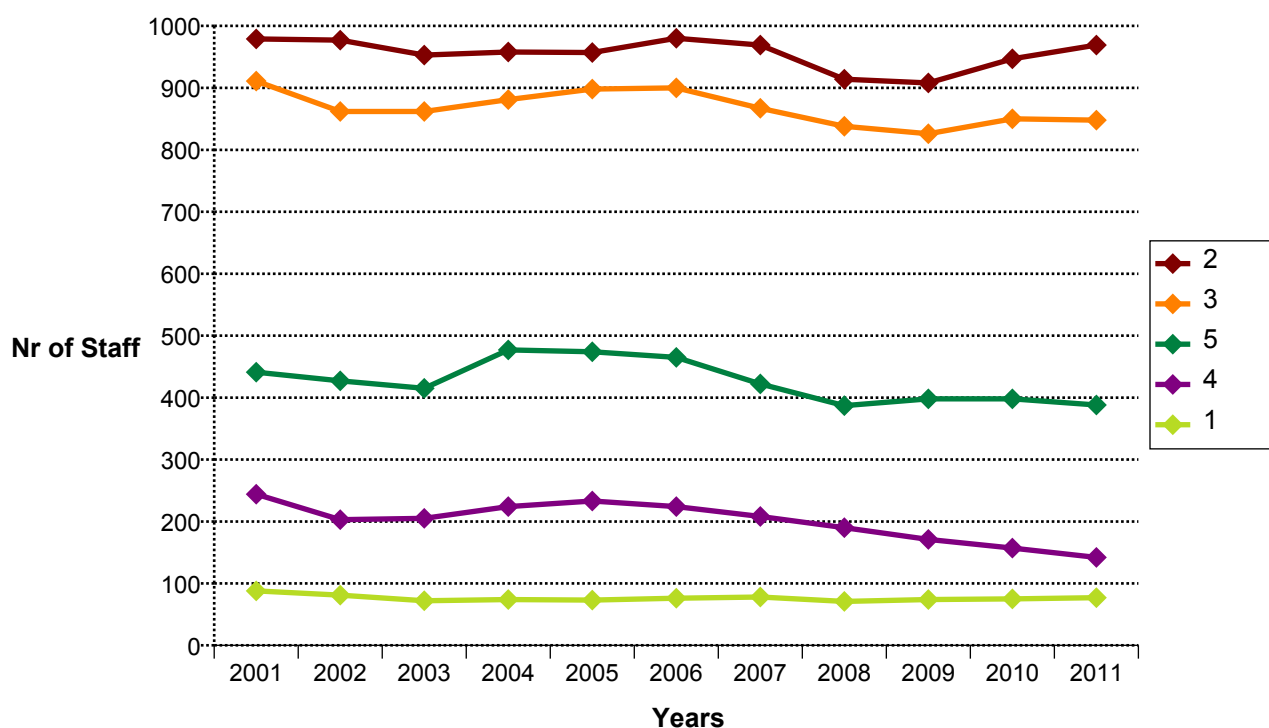


TABLE 7A. Users by Nationality and Professional Category - 31.12.2011

Professional Category							
Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	Total
AT	89	11	7		3		110
BE	88	6	9		1		104
BG	68	15	4		1		88
CH	155	30	23	2	4		214
CZ	171	23	6	1	2		203
DE	1112	50	46		6	1	1215
DK	60	4	5				69
ES	292	48	15				355
FI	78	1	2		8		89
FR	512	168	85	2	11		778
GB	563	45	29		7		644
GR	149	7					156
HU	56	10	1				67
IL	53	5	5		1		64
IT	1365	108	189		7		1669
NL	115	26	21		2		164
NO	55	12	1				68
PL	212	30	12		1		255
PT	100	9	4				113
RO	95	11	1		1		108
SE	66	5	2		1		74
SK	76	13					89
NMS	3232	326	110		24		3692
Total	8762	963	577	5	80	1	10388
%	84.35	9.27	5.55	0.05	0.77	0.01	100

TABLE 7B. Non-Member State Users by Nationality and Professional Category - 31.12.2011

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
AF	1				1
AL	2	1			3
AM	20	1	1		22
AR	13	3			16
AU	18	2		1	21
AZ	6				6
BA	1	1			2
BD	1				1
BO	2				2
BR	77	14	1		92
BY	37	5			42
CA	130	4	1		135
CL	5				5
CM	1				1
CN	211	17	10	1	239
CO	20	2			22
CR	1				1
CU	6				6
CY	12				12
DD	6				6
DZ	9	1			10
EC	2				2
EE	15	1			16
EG	8	1			9
GE	28	3	1		32
HK	1				1
HR	10				10
ID	2				2
IE	20	1		2	23
IN	170	11	6	1	188
IR	21			1	22
IS	4				4
JO	3	1			4
JP	241	5		1	247
KE	1				1
KH	1				1
KP	1				1
KR	104	5	1	1	111
LB	11				11
LK	6				6
LT	11	4	1		16
LU	3				3
MA	11	1			12
MD	1				1
MG	3				3
MK	1		1		2
MT	1	1			2

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
MX	57	1	1		59
MY	6				6
NP	3				3
NZ	8				8
PE	5				5
PK	34	5	2		41
QA	1				1
RS	13	1			14
RU	739	153	64	7	963
SA	2	1			3
SI	26	14			40
SM	1				1
SN	1				1
SV	1				1
SX	17	2			19
SY	1				1
TH	6				6
TN	6				6
TR	99	2		1	102
TW	37	5	1	1	44
UA	39	2			41
US	829	54	19	7	909
UZ	2				2
VE	9				9
VN	9				9
YU	5				5
ZA	15	1			16
ZW	2				2
Total	3232	326	110	24	3692
%	87.54	8.83	2.98	0.65	100

TABLE 8. Staff Members by Type of Contract and Years of Service - 31.12.2011

	Limited Duration Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>= 35			62	17	62	17	79	3.26
30-34			115	10	115	10	125	5.16
25-29			164	12	164	12	176	7.26
20-24			121	7	121	7	128	5.28
15-19			273	10	273	10	283	11.67
10-14			374	25	374	25	399	16.46
5-9	19		528	24	547	24	571	23.56
0-4	617	15	31		648	15	663	27.35
Total	636	15	1668	105	2304	120	2424	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.

Figure 8: Evolution in the Average Number of Years of Service of Staff Members over the last 10 years

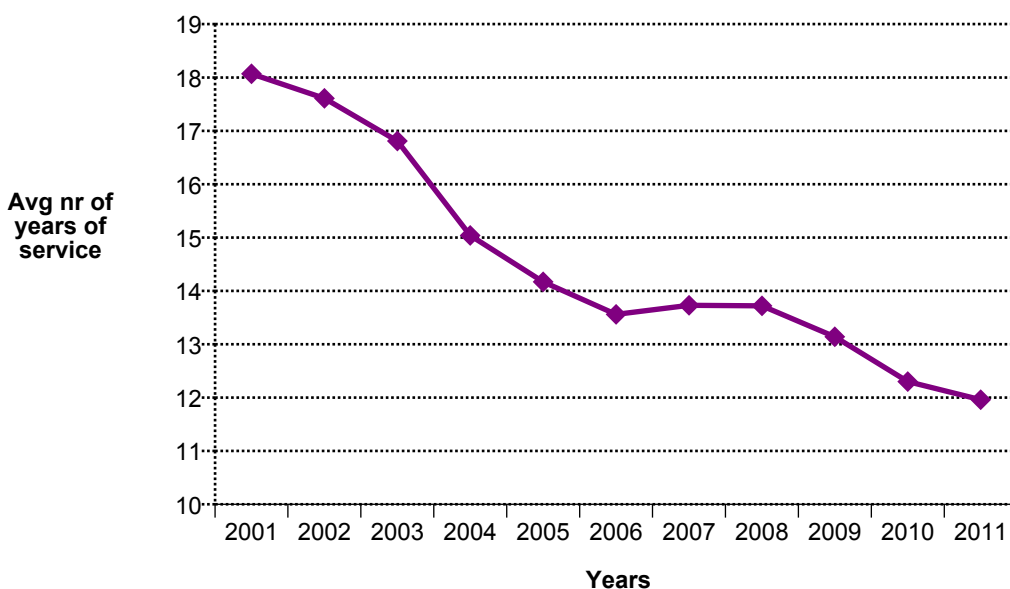


TABLE 9. Staff Members by Professional Category and Type of Contract - 31.12.2011

Professional Category	Type of Contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	34	44.16	43	55.84	77	100
2. Scientific & Eng. work	235	24.23	735	75.77	970	100
3. Technical work	236	27.80	613	72.20	849	100
4. Manual work	40	28.37	101	71.63	141	100
5a. Prof. Admin. work	33	27.73	86	72.27	119	100
5b. Office and Admin. work	70	27.67	183	72.33	253	100
5c. Office work	3	20.00	12	80.00	15	100
Total	651	26.86	1773	73.14	2424	100

Table 10. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years

		2007	%	2008	%	2009	%	2010	%	2011	%
1	LD	35	44.87	28	39.44	32	43.24	33	43.42	34	44.16
	IC	43	55.13	43	60.56	42	56.76	43	56.58	43	55.84
2	LD	258	26.63	216	23.63	205	22.58	231	24.42	235	24.25
	IC	711	73.37	698	76.37	703	77.42	715	75.58	734	75.75
3	LD	277	31.95	272	32.46	253	30.63	249	29.29	236	27.83
	IC	590	68.05	566	67.54	573	69.37	601	70.71	612	72.17
4	LD	81	38.94	81	42.63	63	36.84	48	30.57	40	28.17
	IC	127	61.06	109	57.37	108	63.16	109	69.43	102	71.83
5A	LD	34	30.63	26	24.53	29	26.61	32	26.67	33	27.50
	IC	77	69.37	80	75.47	80	73.39	88	73.33	87	72.50
5B	LD	117	41.94	110	42.97	106	39.85	78	30.12	70	27.67
	IC	162	58.06	146	57.03	160	60.15	181	69.88	183	72.33
5C	LD	9	28.13	9	36.00	9	39.13	4	21.05	3	20.00
	IC	23	71.88	16	64.00	14	60.87	15	78.95	12	80.00
Total	LD	811	31.88	742	30.92	697	29.32	675	27.81	651	26.86
	IC	1733	68.12	1658	69.08	1680	70.68	1752	72.19	1773	73.14
Grand Total		2544		2400		2377		2427		2424	

Figure 10. Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years

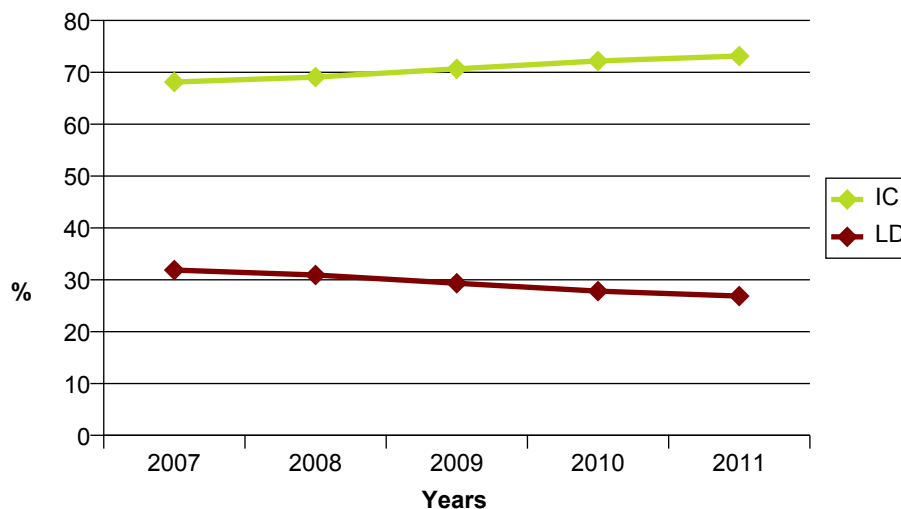


TABLE 11. Evolution in the number of children, infants and personnel receiving family allowance over the last 10 years

Year	Personnel receiving Family allow.	Total Nr of Children	Nr of Infants (<3 years)	Average Age of Children as at 31.12.
2001	2200	2220	334	11.11
2002	2103	2161	312	10.88
2003	2046	2039	290	10.94
2004	2149	2289	365	10.33
2005	2081	2379	384	10.05
2006	2082	2471	404	9.92
2007	2002	2496	385	10.02
2008	1900	2477	380	10.15
2009	1900	2560	398	10.22
2010	1953	2679	433	10.03
2011	1952	2753	423	10.05

Figure 11. Evolution in the Average Age of Children of Members of the Personnel over the last 10 years

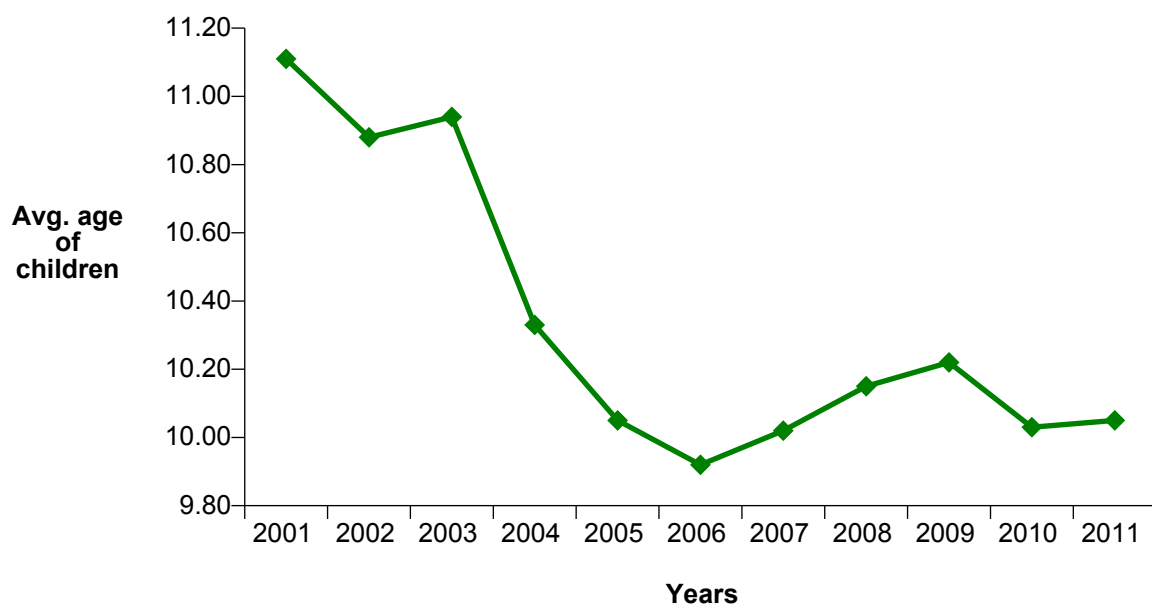


TABLE 12. Staff Members by Nationality and Type of Residence - 31.12.2011

Nationality	SRR 1996 or prior				SRR 2007 or later				Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity			
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	32	2.91			9	2.35			41	1.69
BE	96	8.73	1	0.22	6	1.57	2	0.41	105	4.33
BG	5	0.45			5	1.31	2	0.41	12	0.50
CH	36	3.27	79	17.25	3	0.78	64	13.25	182	7.51
CZ	3	0.27							3	0.12
DE	138	12.55	6	1.31	33	8.62	5	1.04	182	7.51
DK	14	1.27			4	1.04	2	0.41	20	0.83
ES	63	5.73	9	1.97	27	7.05	5	1.04	104	4.29
FI	13	1.18			11	2.87	3	0.62	27	1.11
FR	227	20.64	334	72.93	81	21.15	368	76.19	1010	41.67
GB	153	13.91	6	1.31	40	10.44	14	2.90	213	8.79
GR	12	1.09			5	1.31	2	0.41	19	0.78
HU	5	0.45			3	0.78	1	0.21	9	0.37
IL					1	0.26			1	0.04
IT	151	13.73	18	3.93	76	19.84	7	1.45	252	10.40
NL	61	5.55	1	0.22	7	1.83	1	0.21	70	2.89
NO	8	0.73			5	1.31			13	0.54
PL	24	2.18			35	9.14			59	2.43
PT	19	1.73	4	0.87	14	3.66	3	0.62	40	1.65
RO	1	0.09			3	0.78			4	0.17
SE	24	2.18			4	1.04	3	0.62	31	1.28
SK	9	0.82			7	1.83			16	0.66
NMS	6	0.55			4	1.04	1	0.21	11	0.45
Total	1100	100	458	100	383	100	483	100	2424	100

SRR = Staff Rules and Regulations

**TABLE 13. Other Members of the Personnel by Nationality and Status -
31.12.2011**

	Fellows		Associates *		Students *		Apprent.		Total CERN paid		Users	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	12	2.52	20	6.54	21	7.29			53	4.85	110	1.06
BE	4	0.84	1	0.33	5	1.74			10	0.92	104	1.00
BG	5	1.05	3	0.98	2	0.69			10	0.92	88	0.85
CH	12	2.52	5	1.63	4	1.39	19	90.48	40	3.66	214	2.06
CZ	6	1.26	2	0.65	3	1.04			11	1.01	203	1.95
DE	41	8.60	10	3.27	67	23.26			118	10.81	1215	11.70
DK					1	0.35			1	0.09	69	0.66
ES	63	13.21	27	8.82	30	10.42			120	10.99	355	3.42
FI	4	0.84	1	0.33	5	1.74			10	0.92	89	0.86
FR	50	10.48	36	11.76	15	5.21	1	4.76	102	9.34	778	7.49
GB	27	5.66	12	3.92	18	6.25			57	5.22	644	6.20
GR	19	3.98	7	2.29	27	9.38			53	4.85	156	1.50
HU	6	1.26	2	0.65	4	1.39			12	1.10	67	0.64
IL			1	0.33					1	0.09	64	0.62
IT	88	18.45	67	21.90	37	12.85			192	17.58	1669	16.07
NL	5	1.05	3	0.98	4	1.39	1	4.76	13	1.19	164	1.58
NO	4	0.84	2	0.65	6	2.08			12	1.10	68	0.65
PL	32	6.71	10	3.27	19	6.60			61	5.59	255	2.45
PT	17	3.56	17	5.56	4	1.39			38	3.48	113	1.09
RO	11	2.31	6	1.96	2	0.69			19	1.74	108	1.04
SE	4	0.84			3	1.04			7	0.64	74	0.71
SK					4	1.39			4	0.37	89	0.86
NMS	67	14.05	74	24.18	7	2.43			148	13.55	3692	35.54
Total	477	100	306	100	288	100	21	100	1092	100	10388	100
%	43.68		28.02		26.37		1.92		100			

* partially or totally paid by CERN

TABLE 14. Staff Members by Nationality and Professional Category - 31.12.2011

Professional Category

Nat.	1	2	3	4	5a	5b	5c	Total
AT	3	33	2		2	1		41
BE	1	48	37	1	12	6		105
BG		8	1		1	2		12
CH	2	45	78	8	8	38	3	182
CZ		3						3
DE	16	116	30	4	12	4		182
DK	2	10	6		1	1		20
ES	3	63	22	7	6	3		104
FI		5	6	8	4	4		27
FR	10	187	525	95	31	152	10	1010
GB	9	97	51	8	23	24	1	213
GR	2	15				2		19
HU	1	4	2		1	1		9
IL	1							1
IT	16	176	40	5	8	6	1	252
NL	4	34	28		3	1		70
NO	1	3	6		2	1		13
PL	1	53	3		2			59
PT	1	26	7	3	1	2		40
RO		3	1					4
SE		19	3	2	2	5		31
SK		15	1					16
NMS	4	7						11
Total	77	970	849	141	119	253	15	2424

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 15. Staff Members by Nationality, Career Path and Gender - 31.12.2011

Career Path

Nat.	A		B		C		D		E		F		G		Grand Total	
	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F
AT					1		2	2	26	8	11		1	1	41	11
BE			3	2	5	2	36	5	30	8	25		6		105	17
BG			2	2	1				9	3					12	5
CH	1		40	24	33	13	53	7	23	3	21	3	11		182	50
CZ									2		1				3	
DE	2		6	4	7		23	2	65	6	62	3	16	1	181	16
DK			1	1	3		3		9	1	3		1		20	2
ES	5		5	3	5		17	2	56	19	15	4	1		104	28
FI	8		3	1	1		6	3	4		4		1		27	4
FR	55	7	203	69	375	78	148	29	155	42	54	13	20	1	1010	239
GB	8	1	12	8	29	11	35	9	61	14	54	6	14		213	49
GR			2	2					11	3	6	1			19	6
HU			1	1	1	1	1		6	1					9	3
IL									1						1	
IT	5		7	4	17	1	23	3	118	18	66	10	16	2	252	38
NL			1		7	1	21	1	17	1	18		6	1	70	4
NO					1	1	6	2	3		1		2		13	3
PL					3				50	5	4	2	2		59	7
PT	1		4		3	1	4		23	3	5	2			40	6
RO					1	1			2		1				4	1
SE	2		3	3	2	1	3	1	9	3	10	1	2		31	9
SK							1		12	1	3				16	1
NMS									7	2	4	1			11	3
Total	87	8	293	124	495	111	382	66	699	141	368	46	99	6	2423	502

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

TABLE 16. Staff Members by Nationality, Gender and Professional Category - 31.12.2011

		Professional Category							
Nat.		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total
AT	F	2	6	1		1	1		11
	M	1	27	1		1			30
BE	F		4	3		4	6		17
	M	1	44	34	1	8			88
BG	F		3				2		5
	M		5	1		1			7
CH	F		3	6	1	3	35	2	50
	M	2	42	72	7	5	3	1	132
CZ	M		3						3
DE	F		4	2		6	4		16
	M	16	112	28	4	6			166
DK	F					1	1		2
	M	2	10	6					18
ES	F		19	2		4	3		28
	M	3	44	20	7	2			76
FI	F						4		4
	M		5	6	8	4			23
FR	F	2	34	29	6	20	143	5	239
	M	8	153	496	89	11	9	5	771
GB	F	1	6	4		13	24	1	49
	M	8	91	47	8	10			164
GR	F	1	3				2		6
	M	1	12						13
HU	F		1	1			1		3
	M	1	3	1		1			6
IL	M	1							1
IT	F	1	25	2		4	6		38
	M	15	151	38	5	4		1	214
NL	F		1	2		1			4
	M	4	33	26		2	1		66
NO	F			2			1		3
	M	1	3	4		2			10
PL	F	1	5			1			7
	M		48	3		1			52
PT	F		4			1	1		6
	M	1	22	7	3		1		34
RO	F			1					1
	M		3						3
SE	F		3			1	5		9
	M		16	3	2	1			22
SK	F		1						1
	M		14	1					15
NMS	F		3						3
	M	4	4						8
Total	F	8	125	55	7	60	239	8	502
	M	69	845	794	134	59	14	7	1922
		77	970	849	141	119	253	15	2424

TABLE 17. Evolution in the Number of Staff Members by Age Range over the last 10 years

	2001	2006	2011
19-25	29	50	31
26-30	179	214	154
31-35	352	380	349
36-40	349	451	415
41-45	259	393	442
46-50	229	298	384
51-55	417	258	294
56-60	562	399	222
61-65	287	202	133
Total	2663	2645	2424

Figure 17. Evolution in the Number of Staff Members by Age Range over the last 10 years

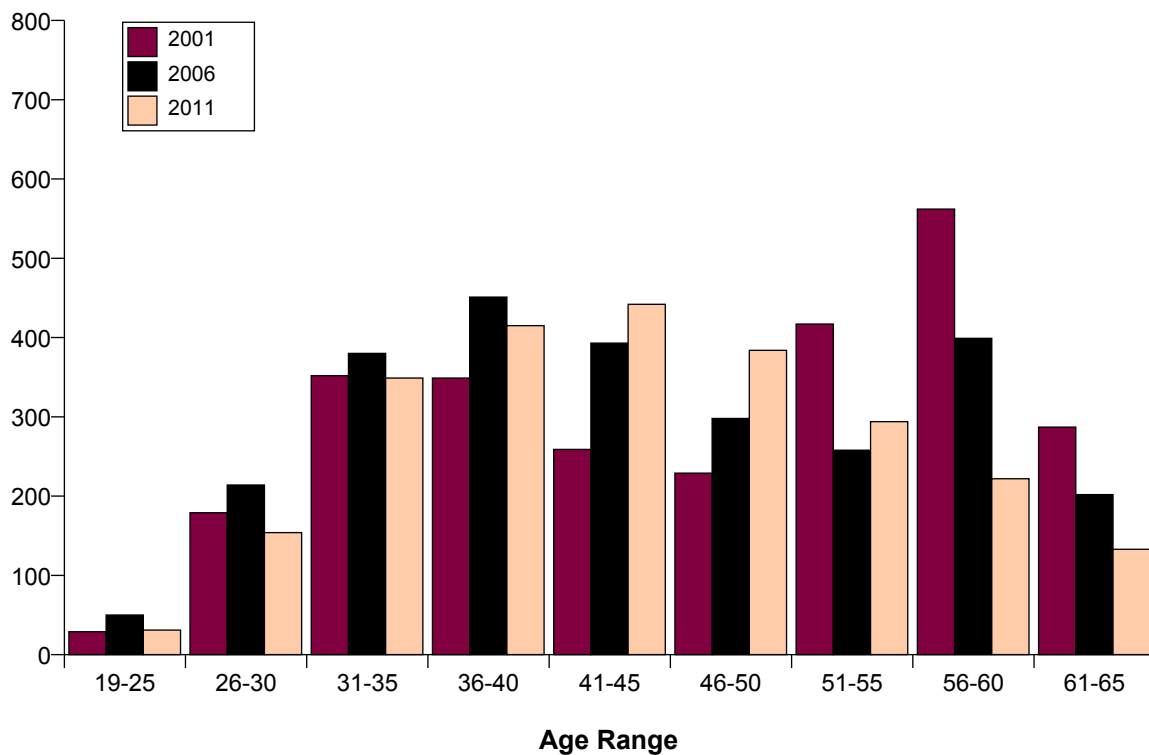


TABLE 18. Staff Members by Age Range and Professional Category - 31.12.2011

	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	%
61-65	6	48	43	9	10	16	1	133	5.49
56-60	11	80	80	23	6	19	3	222	9.16
51-55	10	125	91	17	22	23	6	294	12.13
46-50	10	179	114	21	27	31	2	384	15.84
41-45	15	191	147	19	20	49	1	442	18.23
36-40	13	162	149	18	19	53	1	415	17.12
31-35	12	134	124	26	12	40	1	349	14.40
26-30		48	80	8	3	15		154	6.35
<= 25		3	21			7		31	1.28
Total	77	970	849	141	119	253	15	2424	100
Average Age	46.0	44.3	42.9	45.2	46.0	42.8	50.9	43.9	

Figure 18. Evolution in the Average Age of Staff Members over the last 10 years

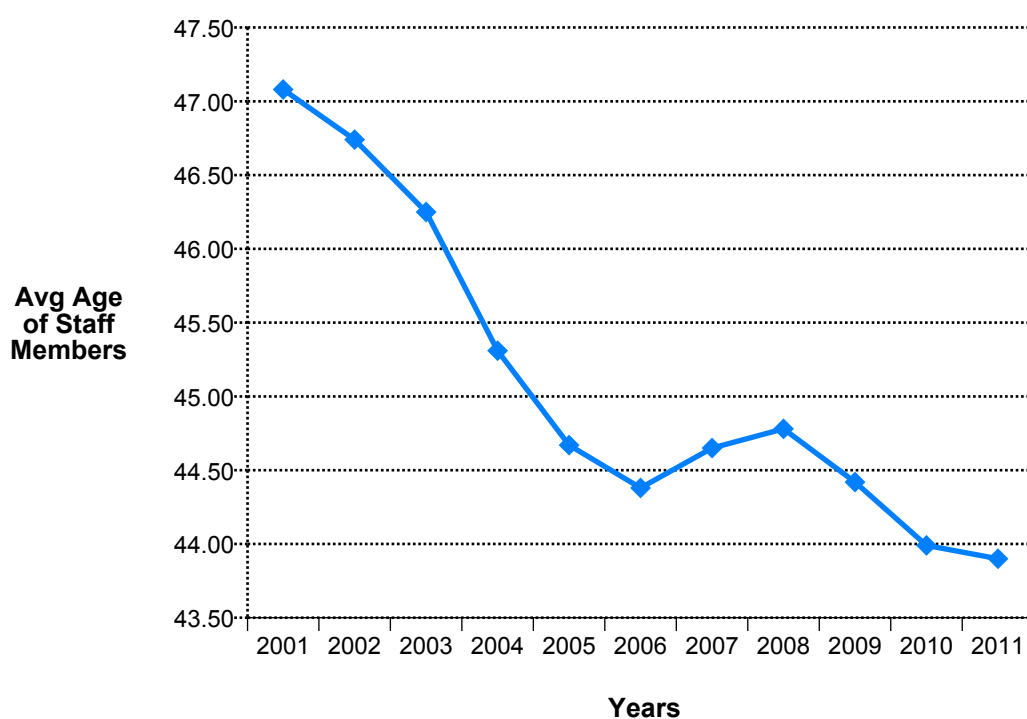


TABLE 19. Fellows, Associates and Users by Age Range - 31.12.2011

	Fellows		Associates		Users		Grand Total	
<= 25	43	9.01 %	41	13.40 %	1032	9.93 %	1116	9.99 %
26-30	220	46.12 %	91	29.74 %	2026	19.50 %	2337	20.92 %
31-35	177	37.11 %	45	14.71 %	1393	13.41 %	1615	14.46 %
36-40	33	6.92 %	38	12.42 %	1133	10.91 %	1204	10.78 %
41-45	4	0.84 %	21	6.86 %	1073	10.33 %	1098	9.83 %
46-50			22	7.19 %	982	9.45 %	1004	8.99 %
51-55			19	6.21 %	832	8.01 %	851	7.62 %
56-60			15	4.90 %	709	6.83 %	724	6.48 %
61-65			9	2.94 %	555	5.34 %	564	5.05 %
> 65			5	1.63 %	653	6.29 %	658	5.89 %
Total	477	100 %	306	100 %	10388	100 %	11171	100 %

Figure 19. Fellows and Associates by Age Range - 31.12.2011

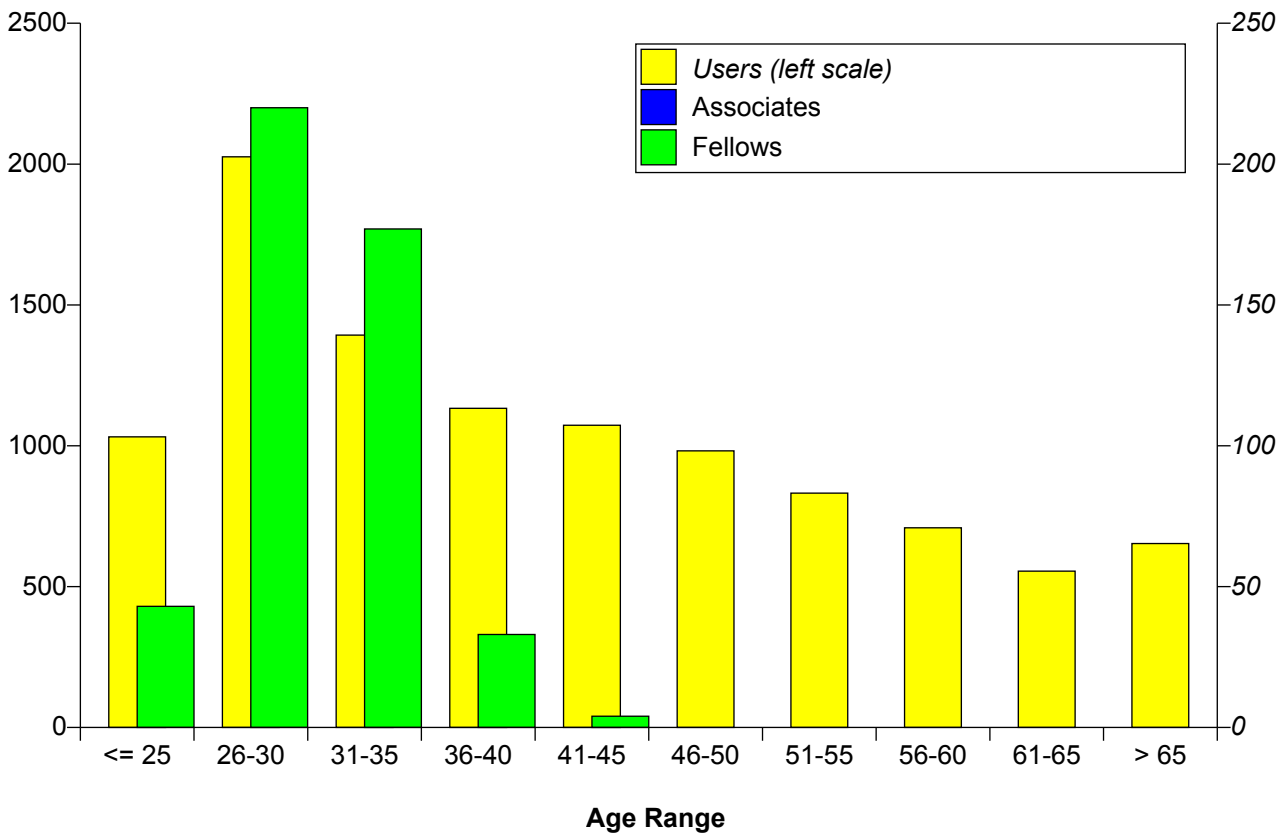


TABLE 20. Evolution of Arrivals of Staff Members by age group over the past 10 years

	<= 25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	> 65	Total
2001	19	51	45	23	5	6	2	2	1		154
	12.34	33.12	29.22	14.94	3.25	3.90	1.30	1.30	0.65		100
2002	11	29	30	18	6	3	2	2			101
	10.89	28.71	29.70	17.82	5.94	2.97	1.98	1.98			100
2003	27	36	29	19	9	12	16	3			151
	17.88	23.84	19.21	12.58	5.96	7.95	10.60	1.99			100
2004	38	79	83	48	24	15	16	11	2	1	317
	11.99	24.92	26.18	15.14	7.57	4.73	5.05	3.47	0.63	0.32	100
2005	43	48	50	36	14	14	4				209
	20.57	22.97	23.92	17.22	6.70	6.70	1.91				100
2006	15	55	58	26	10	7	4	2			177
	8.47	31.07	32.77	14.69	5.65	3.95	2.26	1.13			100
2007	9	27	22	8	9	1	1				77
	11.69	35.06	28.57	10.39	11.69	1.30	1.30				100
2008	8	31	16	16	12	1	3	3			90
	8.89	34.44	17.78	17.78	13.33	1.11	3.33	3.33			100
2009	16	50	42	23	9	5	4	3			152
	10.53	32.89	27.63	15.13	5.92	3.29	2.63	1.97			100
2010	18	60	73	47	12	10	7	2			229
	7.86	26.20	31.88	20.52	5.24	4.37	3.06	0.87			100
2011	17	42	52	32	14	2	2				161
	10.56	26.09	32.30	19.88	8.70	1.24	1.24				100

Average age of arrivals

	1	2	3	4	5a	5b	Total
in 2011:	35.67	33.52	31.86	31.14	35.44	32.71	32.95

TABLE 21. Average Age by Professional Category, Status and Type of Contract - 31.12.2011

		Professional Category							
		1	2	3	4	5a	5b	5c	
Fellows	LD	32.35	29.72	27.90		28.77			30.27
Staff	LD	40.32	34.85	34.57	35.25	39.42	34.70	39.33	35.29
	IC	50.51	47.32	46.17	49.09	48.53	45.91	53.83	47.06

43.90

TABLE 22. Staff Members by Professional Category and Years of Service - 31.12.2011

Completed Years of Service in 2011	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
>= 35		23	34	1	1	17	3	79	3.26
30-34	1	32	55	15	4	16	2	125	5.16
25-29	4	81	59	6	10	14	2	176	7.26
20-24	9	78	24	1	7	9		128	5.28
15-19	10	153	81	5	25	8	1	283	11.67
10-14	7	215	130	3	19	24	1	399	16.46
5-9	11	146	226	68	22	95	3	571	23.56
0-4	35	242	240	42	31	70	3	663	27.35
Total	77	970	849	141	119	253	15	2424	100

Average Years of Service of Staff Members	9.12	12.76	11.70	9.69	11.97	11.51	19.47	11.96
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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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Staff Recruitment

TABLE 23. Candidates Applied, Invited/Appeared for Selection Boards and Appointments Offered/Refused During 2011 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	10	40	50	1	9	10					4	4				8.00 %
BE	32	100	132	4	12	16		2	2	2	2	4				3.03 %
BG	79	472	551	2	12	14		3	3		2	2				0.36 %
CH	242	385	627	20	35	55	7	10	17	3	8	11		1	1	1.75 %
CZ	10	41	51		3	3										
DE	62	149	211	6	39	45	1	5	6	1	8	9		1	1	4.27 %
DK	9	48	57	1	5	6		1	1	1	2	3				5.26 %
ES	153	474	627	7	56	63		3	3	2	12	14				2.23 %
FI	15	44	59		4	4					3	3				5.08 %
FR	723	1715	2438	61	222	283	6	32	38	20	60	80	2	3	5	3.28 %
GB	114	364	478	21	39	60	6	8	14	2	12	14				2.93 %
GR	134	551	685	1	19	20		1	1	1	5	6				0.88 %
HU	72	267	339	4	8	12		1	1	1		1				0.29 %
IL		4	4								1	1				25.00 %
IT	211	753	964	19	104	123	2	7	9	2	23	25		2	2	2.59 %
NL	28	49	77	1	8	9		2	2		1	1				1.30 %
NO	9	15	24	3	5	8					1	1				4.17 %
PL	125	406	531	3	30	33	1	4	5	1	5	6				1.13 %
PT	140	652	792	1	27	28		1	1	1	3	4				0.51 %
RO	16	39	55	3	10	13		2	2	2	3	5				9.09 %
SE	16	53	69	1	4	5		1	1		1	1		1	1	1.45 %
SK	14	44	58		5	5					2	2				3.45 %
NMS	67	145	212	3	11	14		2	2		4	4				1.89 %
Total	2281	6810	9091	162	667	829	23	85	108	39	162	201	2	8	10	2.21 %

Figure 23. Applications, Candidates Invited and Selected in 2011 by Gender

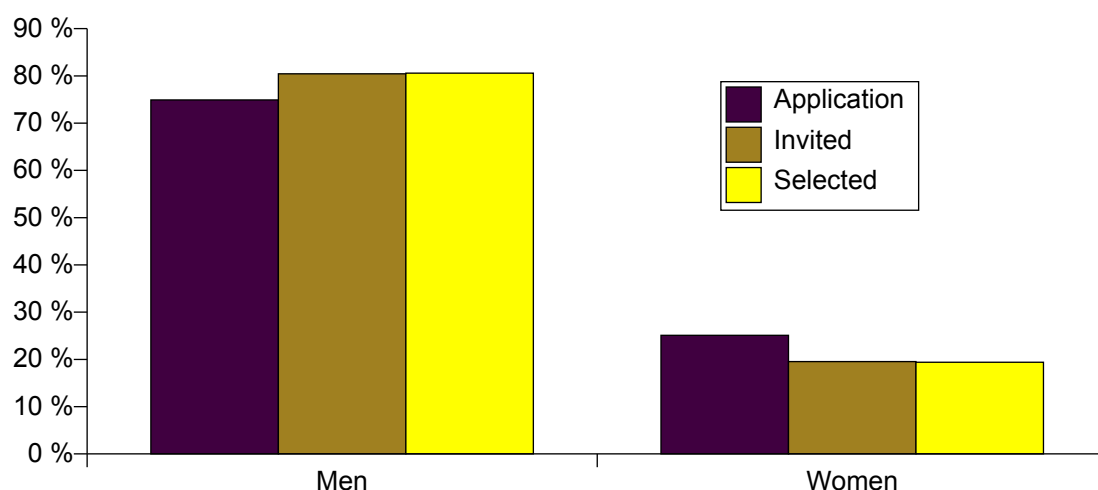


TABLE 24. Vacancies Published and Filled During 2011

Vacancies published in 2011	242
Vacancies published and filled in 2011	141
Vacancies published in 2011 and open as at 31.12.	101

TABLE 25. Number of Staff candidates selected by nationality over the past 5 years

	2007	2008	2009	2010	2011	Total
AT	2	1	2	2	4	11
BE	1	3	4	1	4	13
BG		1	1	3	2	7
CH	4	17	18	14	11	64
CZ						0
DE	5	9	8	13	9	44
DK	1		2	1	3	7
ES	3	8	7	6	14	38
FI		5	3	6	3	17
FR	23	48	83	86	80	320
GB	3	16	12	20	14	65
GR	1	1	1	2	6	11
HU	1		2	1	1	5
IL					1	1
IT	8	15	23	32	25	103
NL	1		1	4	1	7
NO	1		3	1	1	6
PL	6	4	13	10	6	39
PT	3	5	2	6	4	20
RO					5	5
SE			2	2	1	5
SK	3	2		1	2	8
NMS	6	1	2	1	4	14
Total	72	136	189	212	201	810

Figure 25. Number of Staff candidates selected over the past 5 years

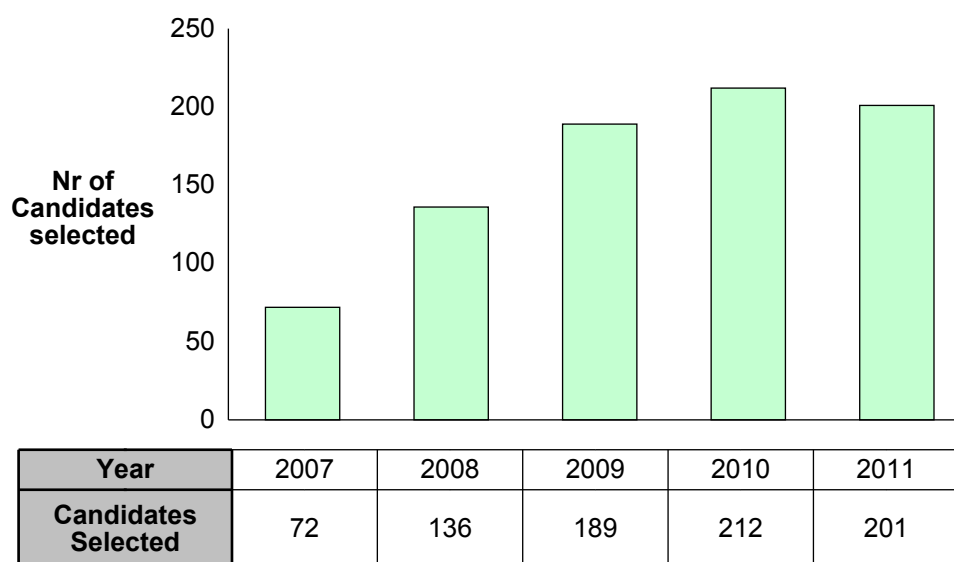


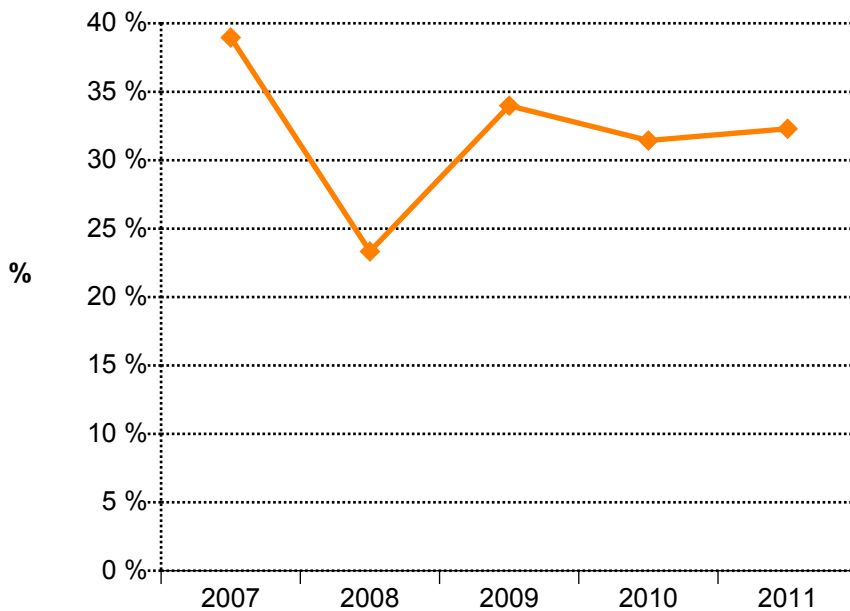
TABLE 26. Staff Members Recruited (Arrivals) in 2011 by Professional Category

From *	Professional Category						Total
	1	2	3	4	5a	5b	
Fellows	3	19	1		2		25
Other Members of Personnel	4	19	3			1	27
No previous status	2	22	55	7	7	16	109
Total	9	60	59	7	9	17	161

* Other members of the personnel are: Students, Users and Associates

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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Figure 26. Percentage of staff recruited in-house over the past 5 years



Fellows

TABLE 27A. Candidates Applied and Selected during 2011 by Nationality (Supporting National Delegation Where Appropriate) and Gender

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	3	10	13		5	5	38.5
BE		8	8		2	2	25.0
BG	6	17	23		3	3	13.0
CH	7	15	22	3	2	5	22.7
CZ		14	14		2	2	14.3
DE	11	64	75	5	21	26	34.7
DK		6	6		1	1	16.7
ES	37	110	147	13	19	32	21.8
FI	6	11	17				
FR	18	58	76	6	15	21	27.6
GB	12	40	52	2	10	12	23.1
GR	32	92	124	4	12	16	12.9
HU	1	12	13	1	2	3	23.1
IL		2	2		1	1	50.0
IT	30	118	148	7	34	41	27.7
NL	2	10	12	1	4	5	41.7
NO	2	4	6	1	1	2	33.3
PL	6	39	45	1	10	11	24.4
PT	5	28	33		7	7	21.2
RO	4	3	7		4	4	57.1
SE	3	9	12	1	2	3	25.0
SK		3	3				
NMS	23	109	132	5	25	30	22.7
Total	208	782	990	50	182	232	23.4

TABLE 27B. Candidates Applied and Selected by Gender and Passport Nationality - 2011

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	3	10	13		5	5	38.5
BE		7	7		2	2	28.6
BG	6	17	23		3	3	13.0
CH	4	13	17	2	2	4	23.5
CZ		14	14		2	2	14.3
DE	11	64	75	4	22	26	34.7
DK		6	6		1	1	16.7
ES	37	110	147	13	19	32	21.8
FI	6	11	17				
FR	17	62	79	6	15	21	26.6
GB	10	33	43	1	9	10	23.3
GR	32	92	124	4	12	16	12.9
HU	1	12	13	1	2	3	23.1
IL		2	2		1	1	50.0
IT	33	117	150	8	34	42	28.0
NL	2	9	11	1	3	4	36.4
NO	2	4	6	1	1	2	33.3
PL	6	40	46	1	10	11	23.9
PT	3	28	31		7	7	22.6
RO	4	4	8		5	5	62.5
SE	3	8	11	1	2	3	27.3
SK		3	3				
NMS	28	116	144	7	25	32	22.2
Total	208	782	990	50	182	232	23.4

TABLE 28. Number of Fellows selected by nationality over the past 5 years

	2007	2008	2009	2010	2011	Total
AT	4	3	8	6	5	26
BE	1	3	1	3	2	10
BG		1	3	1	3	8
CH	3	4	6	3	4	20
CZ	3	1	4	1	2	11
DE	13	16	23	17	26	95
DK	2	1			1	4
ES	14	14	21	31	32	112
FI	2	3	1	2		8
FR	9	14	20	24	21	88
GB	7	13	14	16	10	60
GR	1	8	4	6	16	35
HU		4	4	3	3	14
IL					1	1
IT	30	39	34	36	42	181
NL	2	2	2	1	4	11
NO	1	6	2	1	2	12
PL	7	13	16	15	11	62
PT	6	5	9	8	7	35
RO					5	5
SE	2	1	3		3	9
SK	1	3				4
NMS	11	18	34	30	32	125
Total	119	172	209	204	232	936

Students

TABLE 29. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2011 by Nationality (Supporting National Delegation Where Appropriate) and Gender

	Candidates Applied			Selected			Success rate
	F	M	Total	F	M	Total	
AT	3	13	16	1	8	9	56.3
BE	1	2	3		2	2	66.7
BG	2	7	9	1	2	3	33.3
CH	3	20	23	2	7	9	39.1
CZ	1	13	14	1	3	4	28.6
DE	18	95	113	11	37	48	42.5
DK		4	4		1	1	25.0
ES	23	85	108	6	14	20	18.5
FI	1	21	22		2	2	9.1
FR	13	87	100	4	13	17	17.0
GB	13	110	123	4	13	17	13.8
GR	28	80	108	10	14	24	22.2
HU	1	18	19	1	3	4	21.1
IT	13	57	70	8	20	28	40.0
NL	2	13	15	2	5	7	46.7
NO	2	15	17	2	8	10	58.8
PL	6	57	63	2	28	30	47.6
PT	1	12	13		2	2	15.4
RO	2	4	6	1	3	4	66.7
SE	2	3	5	1	1	2	40.0
SK	1	3	4				
NMS	3	10	13	1		1	7.7
Total	139	729	868	58	186	244	28.1

TABLE 30. Number of Students selected (TECH, DOCT) by nationality over the past 5 years

	2007	2008	2009	2010	2011	Total
AT	6	21	15	10	8	60
BE	2	2	5	1	2	12
BG	2	5	2	3	3	15
CH	3	2	3	3	2	13
CZ	2		2	1	3	8
DE	38	27	36	38	49	188
DK		1		1	1	3
ES	14	18	23	28	23	106
FI	1	6	8	5	2	22
FR	14	10	13	13	15	65
GB	4	5	3	19	13	44
GR	3	9	16	13	25	66
HU	3	1	3	3	4	14
IT	20	17	18	23	31	109
NL	3	1	2	1	7	14
NO	11	14	12	13	10	60
PL	14	17	16	22	30	99
PT	6	3	3	2	2	16
RO					8	8
SE	8	5	5	1	2	21
SK		4	1	4	1	10
NMS	5	4	4	11	3	27
Total	159	172	190	215	244	980

TABLE 31. Candidates Applied and Selected for the Summer Student Programme during 2011 by nationality (supporting national delegation where appropriate) and gender

	Candidates Applied			Selected			Success
	F	M	Total	F	M	Total	rate
AT	4	20	24	1	2	3	24.0
BE	3	19	22		3	3	22.0
BG	7	12	19	1	1	2	19.0
CH	3	14	17		4	4	17.0
CZ	4	44	48	1	4	5	48.0
DE	20	63	83	6	16	22	83.0
DK	5	14	19	2	4	6	19.0
ES	30	94	124	5	4	9	124.0
FI	4	12	16		3	3	16.0
FR	16	70	86	7	9	16	86.0
GB	49	193	242	4	11	15	242.0
GR	25	64	89	2	2	4	89.0
HU	2	18	20		2	2	20.0
IL	2	5	7	2	2	4	7.0
IT	23	80	103	4	8	12	103.0
NL	9	17	26	1	3	4	26.0
NO	2	12	14	1	3	4	14.0
PL	16	69	85		3	3	85.0
PT	5	15	20	1	2	3	20.0
RO	2	3	5		2	2	5.0
SE	7	27	34	2	5	7	34.0
SK	3	16	19		2	2	19.0
NMS	13	53	66	9	16	25	66.0
Total	19	12	1188	19	12	160	13.5

for 130 Member State places

TABLE 32. Staff Member Arrivals and Departures in 2011 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	2		2	1.24	4.88	2		2	1.23	4.88
BE	2		2	1.24	1.90	3		3	1.85	2.86
BG	2		2	1.24	16.67					
CH		9	9	5.59	4.95	6	16	22	13.58	12.09
CZ						2		2	1.23	66.67
DE	10	1	11	6.83	6.04	5		5	3.09	2.75
DK	1	1	2	1.24	10.00	1		1	0.62	5.00
ES	10		10	6.21	9.62	4		4	2.47	3.85
FI	2		2	1.24	7.41	2		2	1.23	7.41
FR	25	43	68	42.24	6.73	34	43	77	47.53	7.62
GB	9	2	11	6.83	5.16	11	1	12	7.41	5.63
GR	2	1	3	1.86	15.79	2		2	1.23	10.53
HU	2		2	1.24	22.22	2		2	1.23	22.22
IL	1		1	0.62	100.00					
IT	17		17	10.56	6.75	12	2	14	8.64	5.56
NL	3		3	1.86	4.29	3		3	1.85	4.29
NO	1		1	0.62	7.69	1		1	0.62	7.69
PL	5		5	3.11	8.47	4		4	2.47	6.78
PT	3		3	1.86	7.50	2		2	1.23	5.00
RO	2		2	1.24	50.00					
SE	1	1	2	1.24	6.45	3		3	1.85	9.68
SK	2		2	1.24	12.50					
NMS		1	1	0.62	9.09	1		1	0.62	9.09
	102	59	161	100	6.64	100	62	162	100	6.68

Labour turnover = 6.75 % of average strength

This table shows all departures from 1 January 2011 to 31 December 2011

TABLE 33. Staff Member Arrivals and Departures in 2011 by Professional Category

	Arrivals	Departures
1	9	6
2	60	50
3	59	59
4	7	14
5a	9	10
5b	17	22
5c		1
Total	161	162

Figure 33. Staff Member Arrivals and Departures in 2011 by Professional Category

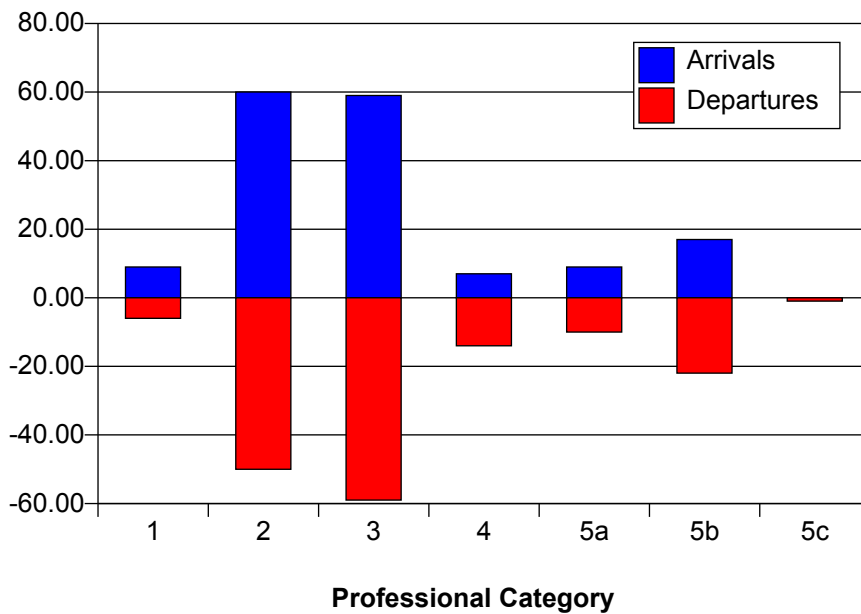


TABLE 34. Staff Member Departures in 2011 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category													T otal			Grand
	1		2		3		4		5a		5b		5c	LD	FT	IC	Total
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC				
Contract expirations		4		20		30		3		5		8		70			70
Contract terminations						1										1	1
Mutual agreement				1		1								1		1	2
Death				1		1										2	2
Early retirement				7		16		5				4				32	32
Invalidity												1				1	1
Job connected		1		1	3	1		1				4		9		2	11
Retirement (age 65)	1			16		3		1		5		5				32	32
Shift Workers Adm Circ 22				1		6		4								11	11
Total	1	5	26	24	29	30	10	4	5	5	10	12	1	80		82	162

This table shows all departures from 1 January 2011 to 31 December 2011

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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