

**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**

### **2014**

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# Definitions

## Departments / Units

### Code Department

BE	Beams
DG	Director-General
DGS	Occupational Health and Safety and Environmental Protection Unit
EN	Engineering
FP	Finance and Procurement
GS	General Infrastructure Services
HR	Human Resources
IT	Information Technology
PF	Pension Fund
PH	Physics
TE	Technology

## Professional Categories

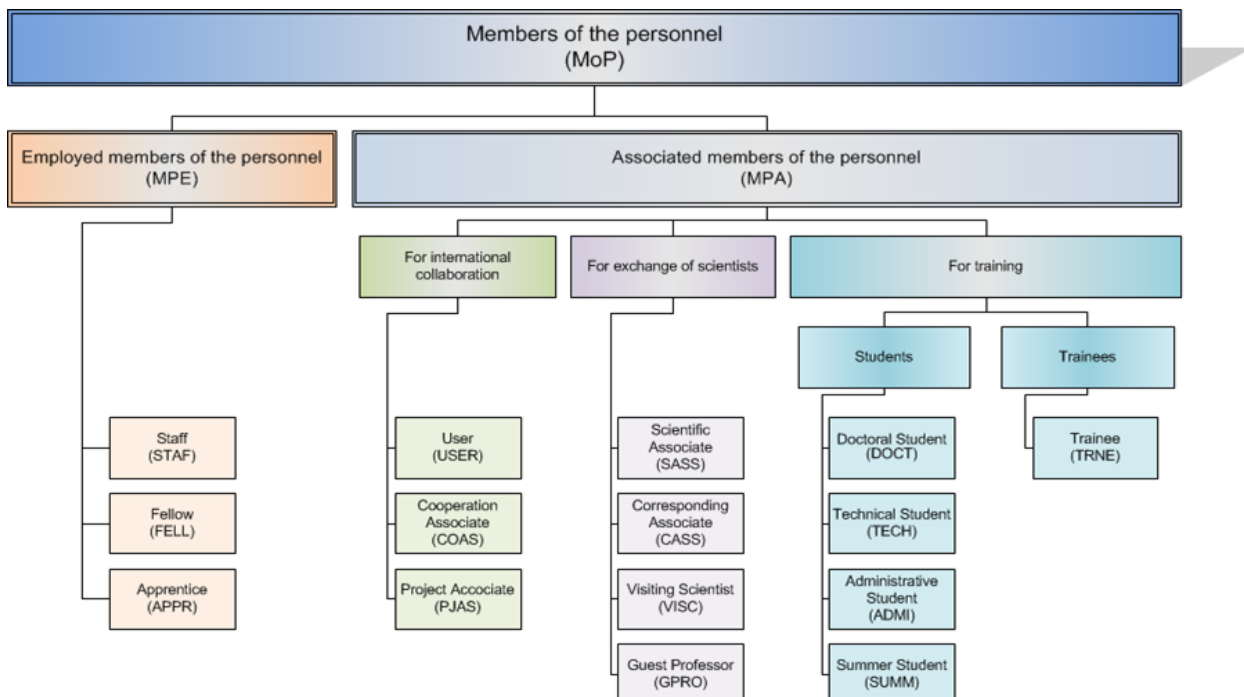
### Code Category

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

## Types of Contract

LD	Limited Duration Contract
IC	Indefinite Contract

## Grouping of the Personnel



## Nationalities

Member States include Candidate Member States and Pre-stage Associate

NMS Non-member states

According to the international ISO codes

AF	AFGHANISTAN
AL	ALBANIA
AM	ARMENIA
AR	ARGENTINA
AT	AUSTRIA
AU	AUSTRALIA
AZ	AZERBAIJAN
BA	BOSNIA
BD	BANGLADESH
BE	BELGIUM
BF	BURKINA FASO
BG	BULGARIA
BO	BOLIVIA
BR	BRAZIL
BY	BELARUS
CA	CANADA
CH	SWITZERLAND
CL	CHILE
CM	UN.-REP. OF CAMEROON
CN	CHINA
CO	COLOMBIA
CR	COSTA RICA
CU	CUBA
CV	CAPE VERDE
CY	CYPRUS
CZ	CZECH REPUBLIC
DE	GERMANY
DK	DENMARK
DZ	ALGERIA
EC	ECUADOR
EE	ESTONIA
EG	EGYPT
ER	ERITREA
ES	SPAIN
FI	FINLAND
FR	FRANCE
GB	UNITED KINGDOM
GE	GEORGIA
GI	GIBRALTAR
GR	GREECE
HR	CROATIA
HU	HUNGARY
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JO	JORDAN
JP	JAPAN
KE	KENYA
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA

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

## NOTES

Please note that 2524 in "headcount" equates to 2477.1 FTEs for 2014, of which 59.9 FTEs were charged to team accounts and 2417.2 FTEs to CERN accounts. "Paid but Not Available personnel" account for 25.4 FTEs, which means a total of 2391.8 active FTEs on CERN accounts.

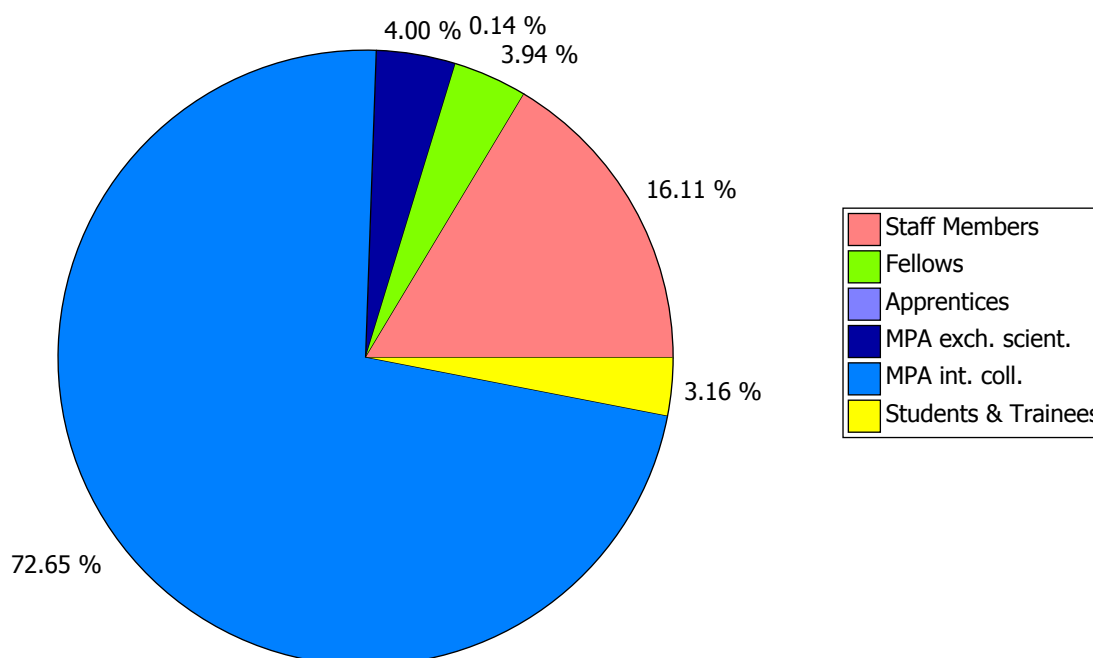
All figures refer to a headcount as at 31.12.2014 unless specified otherwise.

**TABLE 1. Total Number of Members of the Personnel by Department and Status - 31.12.2014**

	Staff Members	Fellows	Apprentices	Total CERN MPEs	MPA exch. scient.	MPA int. coll.	Students & Trainees	Total CERN MPAs	Grand Total
BE	368	91		459	41	100	97	238	697
DG	115	16		131	15	33	15	63	194
DGS	86	24		110		8	13	21	131
EN	393	84		477	19	43	67	129	606
FP	78	7		85	4	16	14	34	119
GS	252	26		278		19	26	45	323
HR	74	4	22	100			6	6	106
IT	214	53		267		88	42	130	397
PF	21			21				0	21
PH	484	231		715	530	10988	129	11647	12362
TE	439	81		520	17	87	86	190	710
<b>Total</b>	<b>2524</b>	<b>617</b>	<b>22</b>	<b>3163</b>	<b>626</b>	<b>11382</b>	<b>495</b>	<b>12503</b>	<b>15666</b>

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

**Figure 1: Members of the Personnel - 31.12.2014**



**TABLE 1a. Associated Members of the Personnel by Department and CERN Class - 31.12.2014**

Students & Trainees													Total Students & Trainees
ADMI			DOCT			TECH			TRNE				
MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total		
BE	1		1	50	2	52	34		34	8	2	10	97
DG	3		3	6		6	2		2	4		4	15
DGS	1		1	6		6	4		4	2		2	13
EN	1		1	18	1	19	33		33	10	4	14	67
FP	6	1	7	1		1	2		2	4		4	14
GS	3		3	2		2	18		18	3		3	26
HR	4		4				1		1	1		1	6
IT	2		2	2		2	33		33	3	2	5	42
PH	2		2	59	5	64	35	1	36	24	3	27	129
TE	2		2	30		30	39	2	41	13		13	86
<b>Total</b>	<b>25</b>	<b>1</b>	<b>26</b>	<b>174</b>	<b>8</b>	<b>182</b>	<b>201</b>	<b>3</b>	<b>204</b>	<b>72</b>	<b>11</b>	<b>83</b>	<b>495</b>

MPA for exchange of scientists															Total MPA exch. scient.
CASS		GPRO			SASS			UPAS			VISC				
MS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total		
BE	1	1									19	21	40	41	
DG			1	3	4	2		2			7	2	9	15	
EN											11	8	19	19	
FP						3		3			1		1	4	
PH	7	7	10	1	11	48	8	56	1	1	2	341	113	454	
TE						1	1	2			13	2	15	17	
<b>Total</b>	<b>8</b>	<b>8</b>	<b>11</b>	<b>4</b>	<b>15</b>	<b>54</b>	<b>9</b>	<b>63</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>392</b>	<b>146</b>	<b>538</b>	

MPA for international collaboration											Total MPA int. coll.
COAS			PJAS			USER					
MS	NMS	Total	MS	NMS	Total	MS	NMS	Total			
BE	45	25	70	20	10	30				100	
DG	22	7	29	4		4				33	
DGS	4	1	5	3		3				8	
EN	12	2	14	28	1	29				43	
FP	16		16							16	
GS	3	1	4	12	3	15				19	
IT	23	14	37	10	1	11	29	11	40	88	
PH	84	28	112	20	11	31	6641	4204	10845	10988	
TE	26	15	41	42	4	46				87	
<b>Total</b>	<b>235</b>	<b>93</b>	<b>328</b>	<b>139</b>	<b>30</b>	<b>169</b>	<b>6670</b>	<b>4215</b>	<b>10885</b>	<b>11382</b>	

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

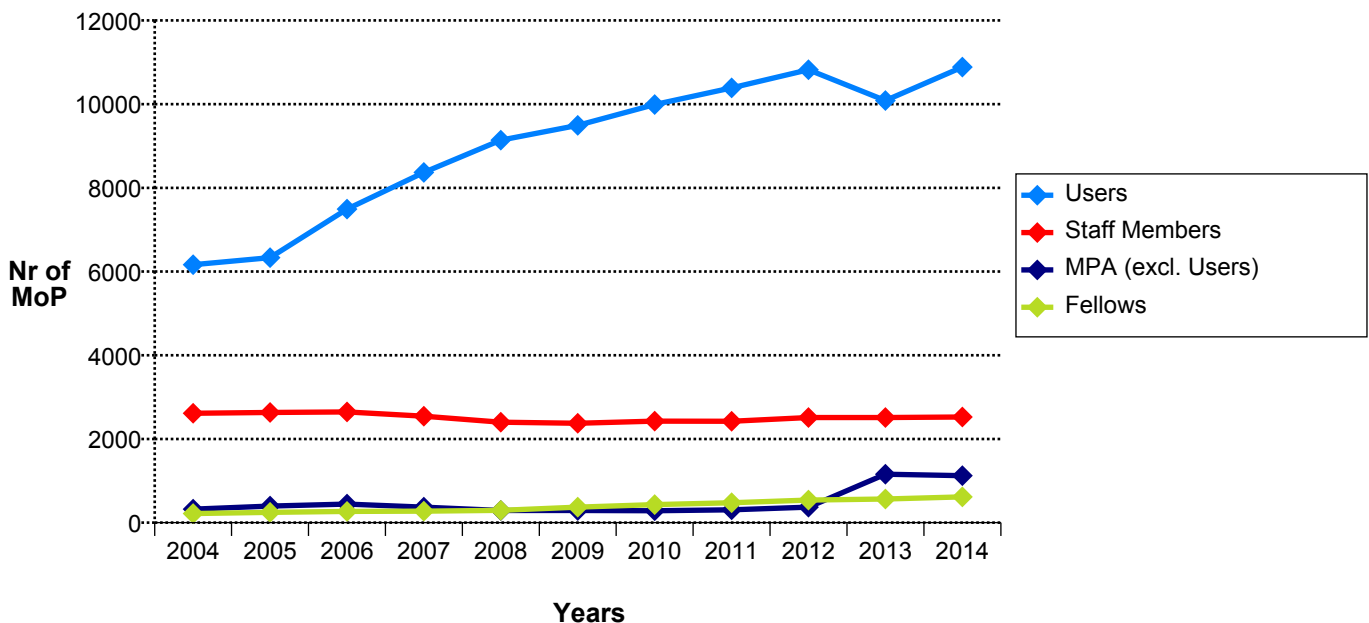
**TABLE 2. Evolution in the number of Staff Members, Fellows and MPAs over the last 5 years (Students & Trainees and Apprentices excluded)**

	Staff Members		Fellows		CERN MPEs		MPAs (excl. Users)		Users		Grand Total	
31.12.2010	2 427	49	431	60	2 858	102	284	-7	9 992	497	13 134	599
31.12.2011	2 424	-3	477	46	2 901	43	306	22	10 388	396	13 595	461
31.12.2012	2 512	88	540	63	3 052	151	372	66	10 823	435	14 247	652
31.12.2013	2 513	1	566	26	3 079	27	1 158	786	10 087	-736	14 324	77
31.12.2014	2 524	11	617	51	3 141	62	1 123	-35	10 885	798	15 149	825

**TABLE 3. Number of Fellows by Category - 31.12.2014**

Category	Nr of Fellows	%
CERN	339	54.9
Marie Curie	161	26.1
Graduate Engineering Training	69	11.2
Technical Training Experience	48	7.8
<b>Total</b>	<b>617</b>	<b>100</b>

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

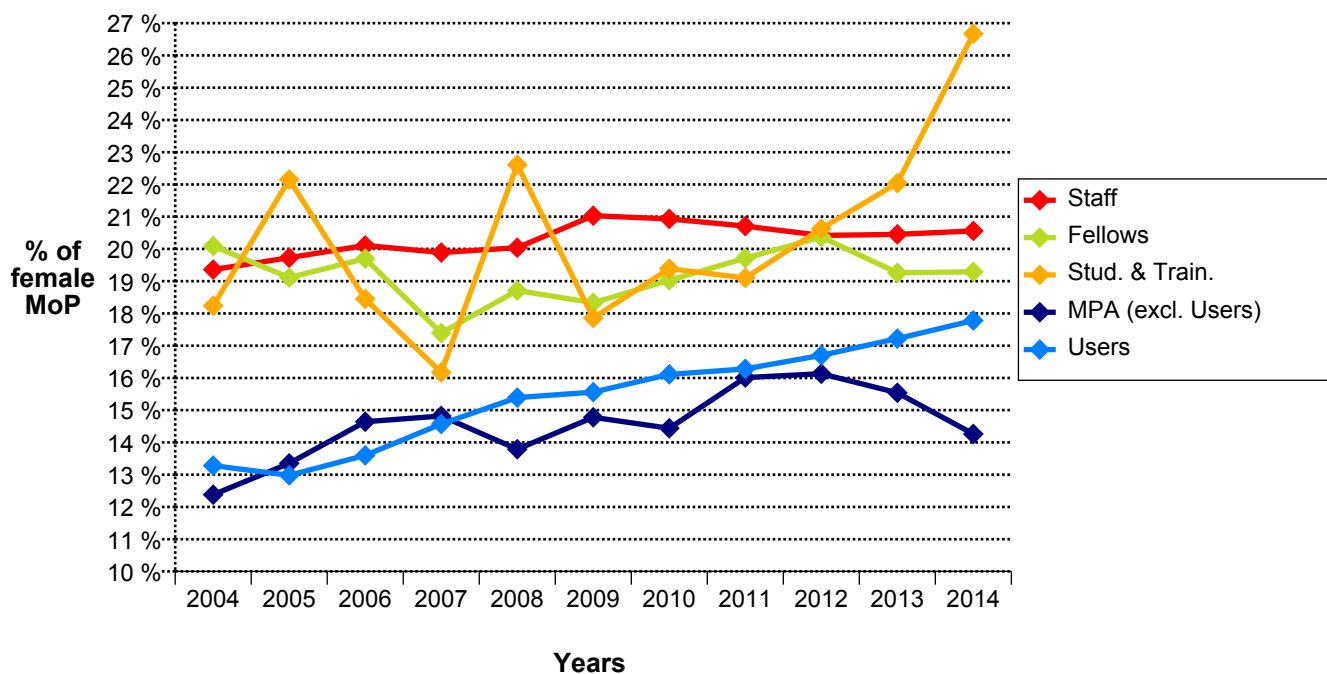




**TABLE 4. Total Number of Female Members of the Personnel by Department and Status - 31.12.2014**

	Staff Members	Fellows	Apprentices	Total CERN MPEs	MPA exch. scient.	MPA int. coll.	Students & Trainees	Total CERN MPAs	Grand Total
BE	47	19		66	5	20	25	50	116
DG	67	7		74	3	8	11	22	96
DGS	22	8		30		3	4	7	37
EN	40	22		62	2	6	10	18	80
FP	50	3		53	1	2	7	10	63
GS	59	6		65		3	9	12	77
HR	59	2	7	68			4	4	72
IT	31	9		40		18	5	23	63
PF	12			12				0	12
PH	90	33		123	66	1947	37	2050	2173
TE	42	10		52	2	10	20	32	84
<b>Total</b>	<b>519</b>	<b>119</b>	<b>7</b>	<b>645</b>	<b>79</b>	<b>2017</b>	<b>132</b>	<b>2228</b>	<b>2873</b>
%	20.56	19.29	31.82	20.39	12.62	17.72	26.67	17.82	18.34

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



**TABLE 5A. Staff Members by professional category and working hours - 31.12.2014**

Working hours	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
20		7	3			5		15	0.59*
24	1	1	5			3		10	0.40
28		1			1	3		5	0.20
30		1						1	0.04
32	1	9	5		1	16		32	1.27
33						1		1	0.04
34		1						1	0.04
36		14	9		4	23		50	1.98
40	77	1013	858	116	133	202	10	2409	95.44
<b>Total</b>	<b>79</b>	<b>1047</b>	<b>880</b>	<b>116</b>	<b>139</b>	<b>253</b>	<b>10</b>	<b>2524</b>	<b>100</b>
<b>%</b>	<b>3.13</b>	<b>41.48</b>	<b>34.87</b>	<b>4.60</b>	<b>5.51</b>	<b>10.02</b>	<b>0.40</b>	<b>100</b>	

\* Including 9 Staff Members on PRP

**TABLE 5B. Staff Members by professional category, gender and programmes for flexibility in working conditions - 31.12.2014**

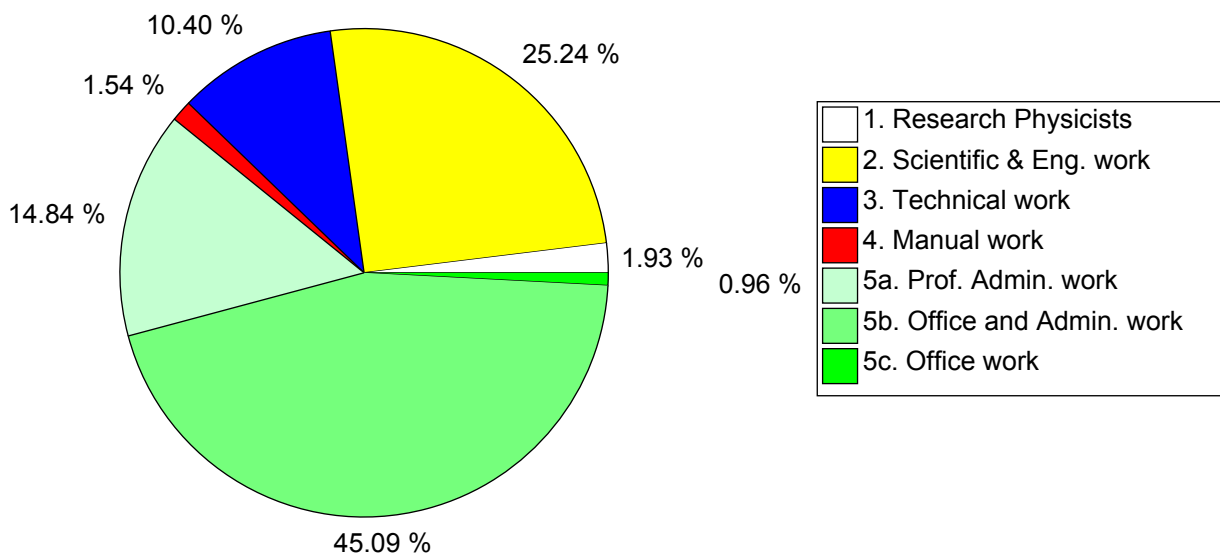
		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
Work from home	F		7	2		13	11		33	1.31
	M		11	8		5	1		25	0.99
	<b>Total</b>		<b>18</b>	<b>10</b>		<b>18</b>	<b>12</b>		<b>58</b>	<b>2.30</b>
Saved Leave	F		76	36	4	54	143	3	316	12.52
	M	6	336	366	50	34	9	2	803	31.81
	<b>Total</b>	<b>6</b>	<b>412</b>	<b>402</b>	<b>54</b>	<b>88</b>	<b>152</b>	<b>5</b>	<b>1119</b>	<b>44.33</b>

Saved Leave	1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
F	126	42	19	129	316
%	39.87	13.29	6.01	40.82	100
M	529	92	38	144	803
%	65.88	11.46	4.73	17.93	100
<b>Total</b>	<b>655</b>	<b>134</b>	<b>57</b>	<b>273</b>	<b>1119</b>
<b>%</b>	<b>58.53</b>	<b>11.97</b>	<b>5.09</b>	<b>24.40</b>	<b>100</b>

**TABLE 6. Staff Members, Fellows and MPAs (excluding Users) by Professional Category, at End 2014 and 2013**

	2014						2013					
	Staff		Fellows & MPA (excl. USER)		Total		Staff		Fellows & MPA (excl. USER)		Total	
	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%
<b>1. Research Physicists</b>	79	3.13	962	55.32	<b>1041</b>	24.42	77	3.06	873	50.67	<b>950</b>	22.43
<b>2. Scientific &amp; Eng. work</b>	1047	41.48	630	36.23	<b>1677</b>	39.34	1033	41.11	675	39.18	<b>1708</b>	40.32
<b>3. Technical work</b>	880	34.87	98	5.64	<b>978</b>	22.94	885	35.22	119	6.91	<b>1004</b>	23.70
<b>4. Manual work</b>	116	4.60			<b>116</b>	2.72	117	4.66	1	0.06	<b>118</b>	2.79
<b>5a. Prof. Admin. work</b>	139	5.51	48	2.76	<b>187</b>	4.39	137	5.45	51	2.96	<b>188</b>	4.44
<b>5b. Office and Admin. work</b>	253	10.02	1	0.06	<b>254</b>	5.96	252	10.03	4	0.23	<b>256</b>	6.04
<b>5c. Office work</b>	10	0.40			<b>10</b>	0.23	12	0.48			<b>12</b>	0.28
<b>Total</b>	<b>2524</b>	<b>100</b>	<b>1739</b>	<b>100</b>	<b>4263</b>	<b>100</b>	<b>2513</b>	<b>100</b>	<b>1723</b>	<b>100</b>	<b>4236</b>	<b>100</b>

**Figure 4. Female Staff Members by Professional Category - 31.12.2014**



**TABLE 7A. Staff Members, Fellows and MPAs (excluding Users) by Gender and Professional Category - 31.12.2014**

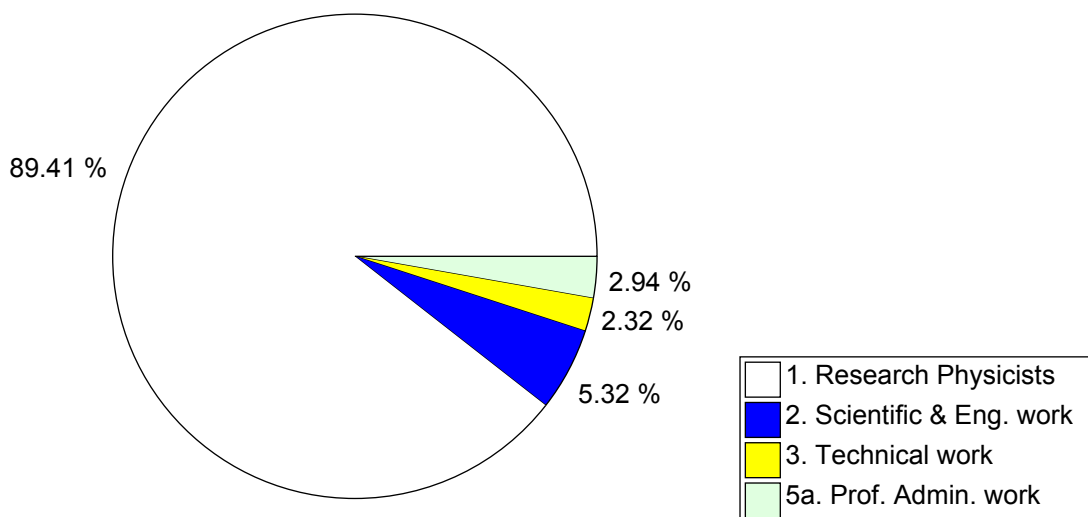
Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
<b>1. Research Physicists</b>	10	69	<b>79</b>	3.13	16	99	<b>115</b>	18.64	124	724	<b>848</b>	75.51
%	12.66	87.34	100		13.91	86.09	100		14.62	85.38	100	
<b>2. Scientific &amp; Eng. work</b>	131	916	<b>1047</b>	41.48	86	330	<b>416</b>	67.42	19	195	<b>214</b>	19.06
%	12.51	87.49	100		20.67	79.33	100		8.88	91.12	100	
<b>3. Technical work</b>	54	826	<b>880</b>	34.87	6	59	<b>65</b>	10.53	2	31	<b>33</b>	2.94
%	6.14	93.86	100		9.23	90.77	100		6.06	93.94	100	
<b>4. Manual work</b>	8	108	<b>116</b>	4.60								
%	6.90	93.10	100									
<b>5a. Prof. Admin. work</b>	77	62	<b>139</b>	5.51	11	10	<b>21</b>	3.40	14	13	<b>27</b>	2.40
%	55.40	44.60	100		52.38	47.62	100		51.85	48.15	100	
<b>5b. Office and Admin. work</b>	234	19	<b>253</b>	10.02					1		<b>1</b>	0.09
%	92.49	7.51	100						100.00		100	
<b>5c. Office work</b>	5	5	<b>10</b>	0.40								
%	50.00	50.00	100									
<b>Total</b>	<b>519</b>	<b>2005</b>	<b>2524</b>	100	<b>119</b>	<b>498</b>	<b>617</b>	100	<b>160</b>	<b>963</b>	<b>1123</b>	100

**TABLE 7B. Users by Gender and Professional Category - 31.12.2014**

	Professional Category										Total	%
	1	%	2	%	3	%	4	%	5a	%		
<b>Men</b>	7583	81.42	817	88.80	525	92.11	3	100.00	21	26.92	<b>8949</b>	82.21
<b>Women</b>	1731	18.58	103	11.20	45	7.89			57	73.08	<b>1936</b>	17.79
<b>Total</b>	<b>9314</b>	100	<b>920</b>	100	<b>570</b>	100	<b>3</b>	100	<b>78</b>	100	<b>10885</b>	100

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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**Figure 7b: Female Users by Professional Category - 31.12.2014**

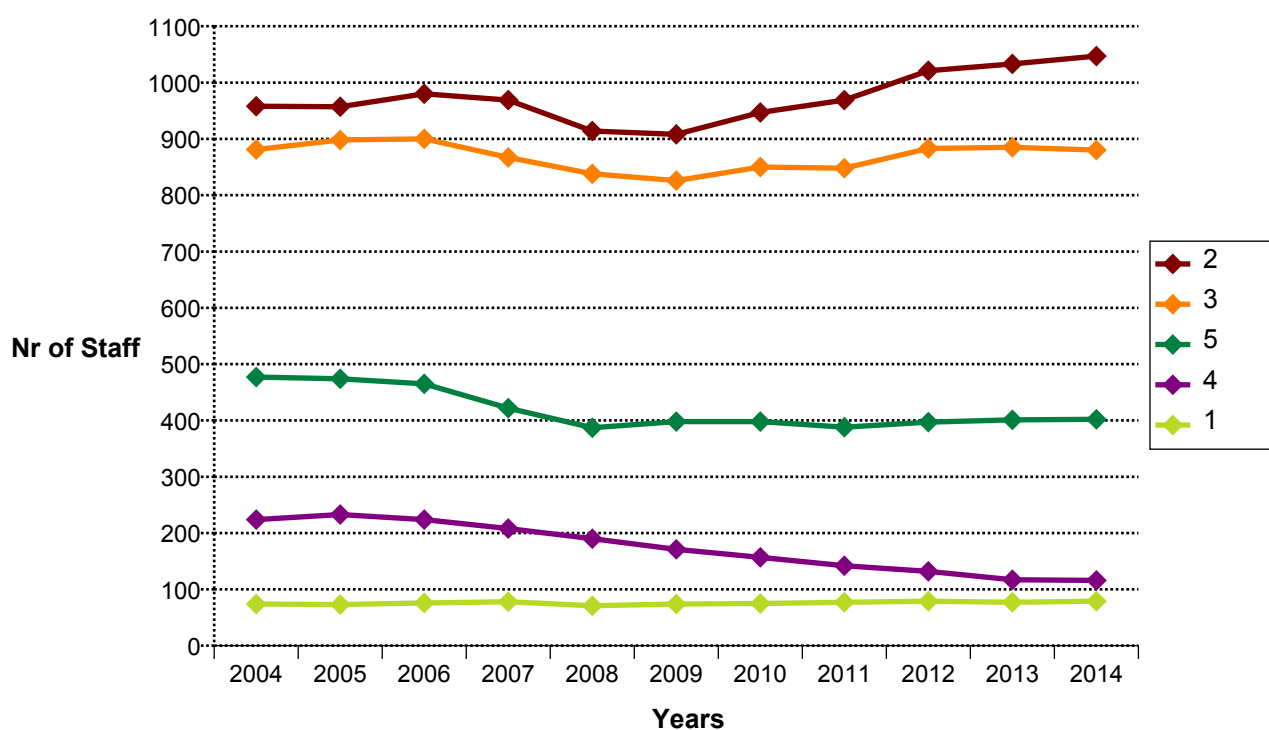


**TABLE 8. Staff Members by Professional Category over the past 10 years**

Prof. Category	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
1	74	73	76	78	71	74	75	77	79	77	79
2	958	957	980	969	914	908	947	969	1021	1033	1047
3	881	898	900	867	838	826	850	848	883	885	880
4	224	233	224	208	190	171	157	142	132	117	116
5A	126	122	122	111	106	109	121	120	124	137	139
5B	305	308	303	279	256	266	256	253	260	252	253
5C	46	44	40	32	25	23	21	15	13	12	10
<b>Total</b>	<b>2614</b>	<b>2635</b>	<b>2645</b>	<b>2544</b>	<b>2400</b>	<b>2377</b>	<b>2427</b>	<b>2424</b>	<b>2512</b>	<b>2513</b>	<b>2524</b>

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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**Figure 8. Staff Members by Professional Category over the past 10 years**



**TABLE 9A. Users by Nationality and Professional Category - 31.12.2014**

**Professional Category**

<b>Nationality</b>	<b>1. Research Physicists</b>	<b>2. Scientific &amp; Eng. work</b>	<b>3. Technical work</b>	<b>4. Manual work</b>	<b>5a. Prof. Admin. work</b>	<b>Total</b>
AT	81	6	6		1	94
BE	101	6	4		1	112
BG	60	9	6		2	77
CH	135	19	25	2	8	189
CZ	181	26	13	1	2	223
DE	1055	40	44		6	1145
DK	47	5	5			57
ES	286	39	17		1	343
FI	73	1	2		5	81
FR	521	165	66		12	764
GB	581	44	24		6	655
GR	158	13				171
HU	60	8			2	70
IL	39	6	8		2	55
IT	1443	112	169		4	1728
NL	101	24	19		2	146
NO	49	10	1			60
PL	222	28	8			258
PT	93	7	2			102
RO	118	6			1	125
RS	39	2				41
SE	65	3	2			70
SK	91	13				104
NMS	3715	328	149		23	4215
<b>Total</b>	<b>9314</b>	<b>920</b>	<b>570</b>	<b>3</b>	<b>78</b>	<b>10885</b>
<b>%</b>	<b>85.57</b>	<b>8.45</b>	<b>5.24</b>	<b>0.03</b>	<b>0.72</b>	<b>100</b>

**TABLE 9B. Non-Member State Users by Nationality and Professional Category - 31.12.2014**

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
AF	1				1
AL	2				2
AM	19	2	1		22
AR	15		1		16
AU	26	1		1	28
AZ	10				10
BA	1				1
BD	3		1		4
BO	4				4
BR	85	24	8	1	118
BY	41	4			45
CA	130	6	3	1	140
CL	17				17
CM	1				1
CN	295	26	6	1	328
CO	31	6			37
CR	1				1
CU	11				11
CV	1				1
CY	18	1			19
DZ	4				4
EC	4				4
EE	13	1			14
EG	21	1			22
GE	31	3	1		35
GI	1				1
HR	36				36
ID	3	6			9
IE	20	1		1	22
IN	214	13	8		235
IQ	1				1
IR	30				30
IS	4		1		5
JO		1			1
JP	282	6			288
KE	1			1	2
KP	2				2
KR	113	1	3	1	118
KZ		1			1
LB	14				14
LK	4				4
LT	19	1		1	21
LU	3				3
LV	1				1
LY	1				1
MA	11	2			13



Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
ME	3				3
MG	3				3
MK	1				1
MU	1				1
MX	68	3	1		72
MY	15		1		16
NP	3		2	1	6
NZ	5		1		6
PE	7				7
PH	1				1
PK	32	8	2		42
PS	5				5
QA	1				1
RU	773	130	80	3	986
SA	2				2
SG	3				3
SI	23	1			24
SN	1		1		2
SV	1				1
SX	1				1
SY		1			1
TH	15	1			16
TN	2	1	1		4
TR	157	6		1	164
TW	42	5	2	1	50
UA	67	3	2		72
US	888	61	23	9	981
UZ	5				5
VE	10				10
VN	12				12
ZA	19	1			20
ZW	4				4
<b>Total</b>	<b>3715</b>	<b>328</b>	<b>149</b>	<b>23</b>	<b>4215</b>
<b>%</b>	<b>88.14</b>	<b>7.78</b>	<b>3.53</b>	<b>0.55</b>	<b>100</b>

**TABLE 10. Users by nationality and experiment - 31.12.2014**

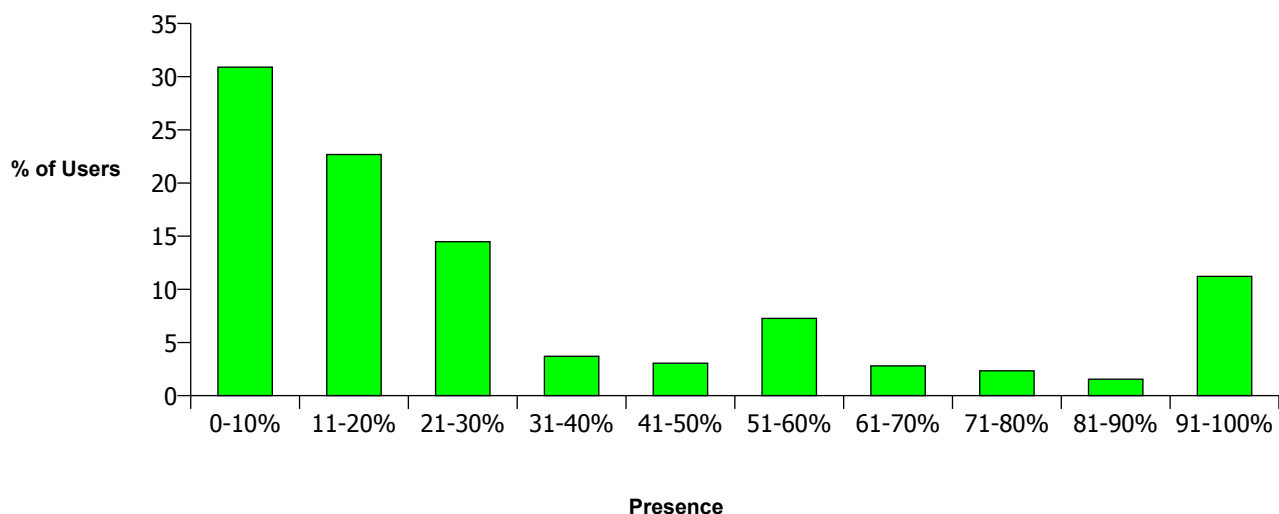
	ATLAS	CMS	ALICE	LHCB	LHC	SPS	PS	RE	R&D	ISOLDE	OTHER	Total
AT	15	41					21	11		2	4	94
BE	10	71	1	2	1	3	2	1	1	17	3	112
BG	7	43	1	2		11	1	1		10	1	77
CH	56	51	2	29	1	11	8	15	3	1	12	189
CZ	132	3	27	1	7	23	10	2	3	2	13	223
DE	426	236	121	65	2	75	47	71	14	52	36	1145
DK	19	1	15	2		5	3		1	8	3	57
ES	101	85	11	49	1	4	22	21	10	18	21	343
FI	3	39	10		9	1	7	2		7	3	81
FR	246	135	95	58		44	25	47	26	32	56	764
GB	312	118	18	110	1	8	20	6	2	40	20	655
GR	74	44	10	4		1	4	3	8	2	21	171
HU	5	23	22		4	5	3		2	5	1	70
IL	42	2		1		1	3		1	1	4	55
IT	438	450	195	159	28	175	56	128	41	14	44	1728
NL	64	11	16	36		1	1	3	6	1	7	146
NO	28	1	22	1		1	2			3	2	60
PL	66	38	36	25	6	63	3	2	1	6	12	258
PT	32	10	1	1		10	5	13	12	18		102
RO	40	10	22	14	1	4	9	2	1	15	7	125
RS	15	10	1	1		5				3	6	41
SE	45	3	7	2			2			8	3	70
SK	42	4	35	1	1	9			1	10	1	104
NMS	1452	1352	517	210	14	181	127	148	41	52	121	4215
<b>Total</b>	<b>3670</b>	<b>2781</b>	<b>1185</b>	<b>773</b>	<b>76</b>	<b>641</b>	<b>381</b>	<b>476</b>	<b>174</b>	<b>327</b>	<b>401</b>	<b>10885</b>

**TABLE 11. Users by professional category and yearly presence in % at CERN - 31.12.2014**

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	Total
0-10%	2812	343	183		25	3363
11-20%	2153	166	145	1	4	2469
21-30%	1367	117	84	2	6	1576
31-40%	363	24	14		3	404
41-50%	292	20	17		4	333
51-60%	689	64	34		4	791
61-70%	243	35	27			305
71-80%	228	10	17			255
81-90%	161	5	2			168
91-100%	1006	136	47		32	1221
<b>Total</b>	<b>9314</b>	<b>920</b>	<b>570</b>	<b>3</b>	<b>78</b>	<b>10885</b>
<b>%</b>	<b>85.57</b>	<b>8.45</b>	<b>5.24</b>	<b>0.03</b>	<b>0.72</b>	<b>100</b>

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

**Figure 11: Users by yearly presence in % at CERN - 31.12.2014**

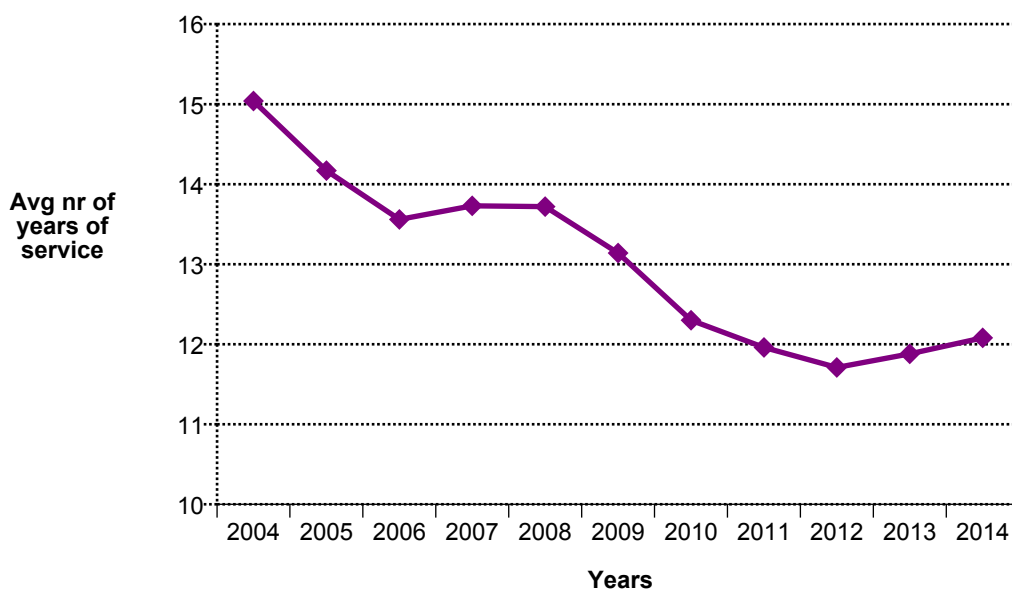


**TABLE 12. Staff Members by Type of Contract and Years of Service - 31.12.2014**

	Limited Duration Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>= 35			37	5	37	5	42	1.66
30-34			141	19	141	19	160	6.34
25-29			123	8	123	8	131	5.19
20-24			207	11	207	11	218	8.64
15-19			328	18	328	18	346	13.71
10-14			432	34	432	34	466	18.46
5-9	4		349	7	353	7	360	14.26
0-4	748	11	40	2	788	13	801	31.74
<b>Total</b>	<b>752</b>	<b>11</b>	<b>1657</b>	<b>104</b>	<b>2409</b>	<b>115</b>	<b>2524</b>	<b>100</b>

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

**Figure 12: Evolution in the Average Number of Years of Service of Staff Members over the last 10 years**



**TABLE 13A. Staff Members by Professional Category and Type of Contract - 31.12.2014**

Professional Category	Type of Contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	38	48.10	41	51.90	79	3.13
2. Scientific & Eng. work	286	27.32	761	72.68	1047	41.48
3. Technical work	275	31.25	605	68.75	880	34.87
4. Manual work	43	37.07	73	62.93	116	4.60
5a. Prof. Admin. work	39	28.06	100	71.94	139	5.51
5b. Office and Admin. work	81	32.02	172	67.98	253	10.02
5c. Office work	1	10.00	9	90.00	10	0.40
<b>Total</b>	<b>763</b>	<b>30.23</b>	<b>1761</b>	<b>69.77</b>	<b>2524</b>	<b>100</b>

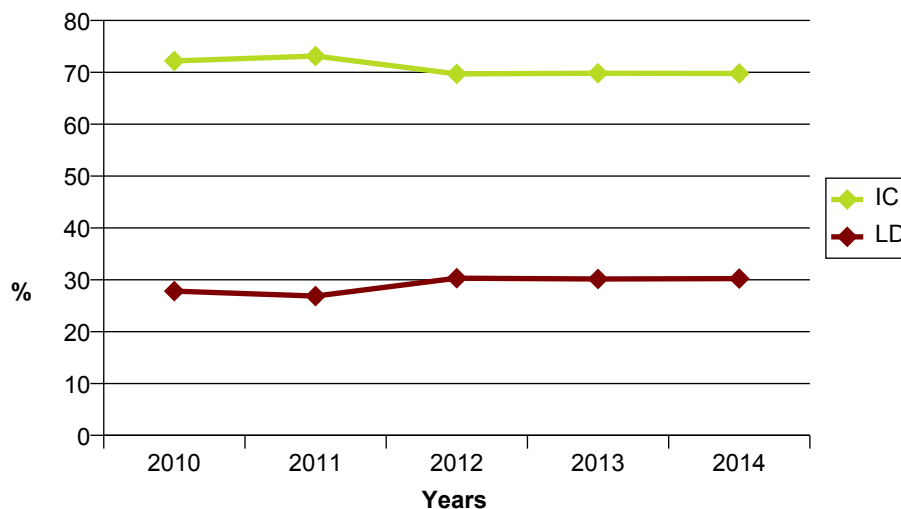
**TABLE 13B. Staff Members by Gender and Type of Contract - 31.12.2014**

Gender	Limited Duration Contract	%	Indefinite Contract	%	Total	%
	Men	611	30.47	1394		
Women	152	29.29	367	70.71	519	20.56
<b>Total</b>	<b>763</b>	<b>30.23</b>	<b>1761</b>	<b>69.77</b>	<b>2524</b>	<b>100</b>

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

		2010	%	2011	%	2012	%	2013	%	2014	%
1	LD	33	43.42	34	44.16	38	48.10	35	45.45	38	48.10
	IC	43	56.58	43	55.84	41	51.90	42	54.55	41	51.90
2	LD	231	24.42	235	24.25	283	27.72	288	27.88	286	27.32
	IC	715	75.58	734	75.75	738	72.28	745	72.12	761	72.68
3	LD	249	29.29	236	27.83	280	31.71	277	31.30	275	31.25
	IC	601	70.71	612	72.17	603	68.29	608	68.70	605	68.75
4	LD	48	30.57	40	28.17	38	28.79	35	29.91	43	37.07
	IC	109	69.43	102	71.83	94	71.21	82	70.09	73	62.93
5A	LD	32	26.67	33	27.50	38	30.65	42	30.66	39	28.06
	IC	88	73.33	87	72.50	86	69.35	95	69.34	100	71.94
5B	LD	78	30.12	70	27.67	81	31.15	79	31.35	81	32.02
	IC	181	69.88	183	72.33	179	68.85	173	68.65	172	67.98
5C	LD	4	21.05	3	20.00	3	23.08	2	16.67	1	10.00
	IC	15	78.95	12	80.00	10	76.92	10	83.33	9	90.00
Total	LD	675	27.81	651	26.86	761	30.29	758	30.16	763	30.23
	IC	1752	72.19	1773	73.14	1751	69.71	1755	69.84	1761	69.77
Grand Total		2427		2424		2512		2513		2524	

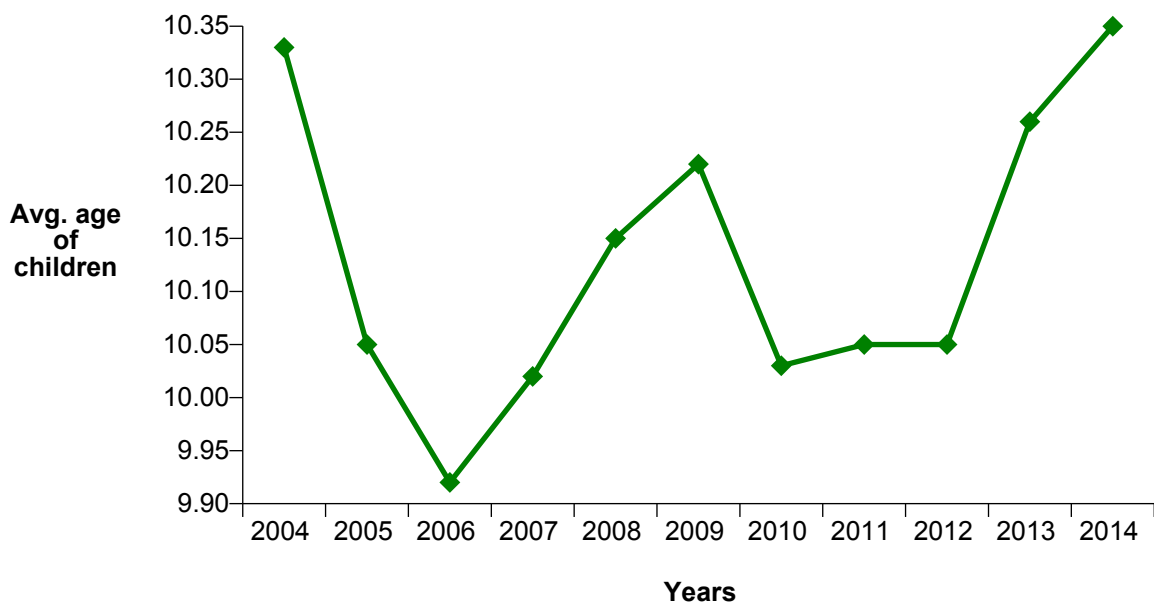
**Figure 14: Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years**



**TABLE 15. Evolution in the number of children, infants and personnel receiving family allowance over the last 10 years**

Year	Personnel receiving Family allow.	Total Nr of Children	Nr of Infants (<3 years)	Average Age of Children as at 31.12.
2004	2149	2289	365	10.33
2005	2081	2379	384	10.05
2006	2082	2471	404	9.92
2007	2002	2496	385	10.02
2008	1900	2477	380	10.15
2009	1900	2560	398	10.22
2010	1953	2679	433	10.03
2011	1952	2753	423	10.05
2012	2004	2884	466	10.05
2013	1994	2893	394	10.26
2014	2031	2919	398	10.35

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



**TABLE 16. Staff Members by Nationality and Type of Residence - 31.12.2014**

Nationality	SRR 1996 or prior				SRR 2007 or later				Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity			
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	32	3.23			18	3.07	1	0.18	51	2.02
BE	90	9.07	1	0.25	14	2.39	2	0.37	107	4.24
BG	5	0.50			5	0.85	2	0.37	12	0.48
CH	31	3.13	64	16.04	6	1.02	66	12.09	167	6.62
CZ	3	0.30			3	0.51	1	0.18	7	0.28
DE	127	12.80	6	1.50	43	7.33	7	1.28	183	7.25
DK	13	1.31			4	0.68	2	0.37	19	0.75
ES	61	6.15	9	2.26	60	10.22	8	1.47	138	5.47
FI	12	1.21			11	1.87	2	0.37	25	0.99
FR	189	19.05	290	72.68	123	20.95	410	75.09	1012	40.10
GB	128	12.90	6	1.50	57	9.71	20	3.66	211	8.36
GR	9	0.91			14	2.39	1	0.18	24	0.95
HU	4	0.40			5	0.85	1	0.18	10	0.40
IL					1	0.17			1	0.04
IT	148	14.92	18	4.51	112	19.08	12	2.20	290	11.49
NL	57	5.75	1	0.25	10	1.70	1	0.18	69	2.73
NO	6	0.60			6	1.02			12	0.48
PL	22	2.22			38	6.47			60	2.38
PT	19	1.92	4	1.00	30	5.11	3	0.55	56	2.22
RO					8	1.36	2	0.37	10	0.40
RS					2	0.34			2	0.08
SE	22	2.22			6	1.02	4	0.73	32	1.27
SK	9	0.91			6	1.02			15	0.59
NMS	5	0.50			5	0.85	1	0.18	11	0.44
<b>Total</b>	<b>992</b>	<b>100</b>	<b>399</b>	<b>100</b>	<b>587</b>	<b>100</b>	<b>546</b>	<b>100</b>	<b>2524</b>	<b>100</b>

SRR = Staff Rules and Regulations



**TABLE 17. Other Members of the Personnel by Nationality and Status -  
31.12.2014**

	Fellows		Appr.		Stud. & Train.*		MPA (excl. Users) *		Users		Grand Total	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	17	2.76			19	3.84	17	1.51	94	0.86	147	1.12
BE	10	1.62			4	0.81	7	0.62	112	1.03	133	1.01
BG	7	1.13			2	0.40	13	1.16	77	0.71	99	0.75
CH	14	2.27	19	86.36	10	2.02	38	3.38	189	1.74	270	2.05
CZ	7	1.13			6	1.21	4	0.36	223	2.05	240	1.83
DE	71	11.51	1	4.55	54	10.91	96	8.55	1145	10.52	1367	10.40
DK	2	0.32			3	0.61	5	0.45	57	0.52	67	0.51
ES	86	13.94	1	4.55	39	7.88	91	8.10	343	3.15	560	4.26
FI	10	1.62			7	1.41	11	0.98	81	0.74	109	0.83
FR	62	10.05			28	5.66	74	6.59	764	7.02	928	7.06
GB	33	5.35			20	4.04	64	5.70	655	6.02	772	5.87
GR	28	4.54			65	13.13	40	3.56	171	1.57	304	2.31
HU	13	2.11			12	2.42	6	0.53	70	0.64	101	0.77
IL	1	0.16					6	0.53	55	0.51	62	0.47
IT	103	16.69	1	4.55	96	19.39	244	21.73	1728	15.88	2172	16.53
NL	6	0.97			9	1.82	10	0.89	146	1.34	171	1.30
NO	5	0.81			13	2.63	6	0.53	60	0.55	84	0.64
PL	39	6.32			49	9.90	72	6.41	258	2.37	418	3.18
PT	27	4.38			20	4.04	11	0.98	102	0.94	160	1.22
RO	6	0.97			6	1.21	7	0.62	125	1.15	144	1.10
RS	3	0.49			1	0.20	3	0.27	41	0.38	48	0.37
SE	6	0.97			4	0.81	9	0.80	70	0.64	89	0.68
SK	5	0.81			5	1.01	6	0.53	104	0.96	120	0.91
NMS	56	9.08			23	4.65	283	25.20	4215	38.72	4577	34.83
<b>Total</b>	<b>617</b>	<b>100</b>	<b>22</b>	<b>100</b>	<b>495</b>	<b>100</b>	<b>1123</b>	<b>100</b>	<b>10885</b>	<b>100</b>	<b>13142</b>	<b>100</b>
<b>%</b>	<b>4.69</b>		<b>0.17</b>		<b>3.77</b>		<b>8.55</b>		<b>82.83</b>		<b>100</b>	

\* partially or totally paid by CERN

**TABLE 18. Staff Members by Nationality and Professional Category - 31.12.2014**

Nat.	Professional Category							Total
	1	2	3	4	5a	5b	5c	
AT	2	42	3		2	2		51
BE	2	48	38		13	6		107
BG		7	2		1	2		12
CH		44	71	5	7	38	2	167
CZ		5	1			1		7
DE	17	117	31	2	10	6		183
DK	1	11	5			2		19
ES	6	81	28	9	9	5		138
FI		5	7	6	4	3		25
FR	6	204	533	78	43	141	7	1012
GB	7	93	52	9	26	24		211
GR	3	18	2			1		24
HU	1	6	1		1	1		10
IL	1							1
IT	18	201	48	2	12	8	1	290
NL	4	37	24		3	1		69
NO	1	2	6		2	1		12
PL	1	47	9		3			60
PT	3	33	15	3	1	1		56
RO		7	1			2		10
RS	1	1						2
SE		18	3	2	2	7		32
SK		14				1		15
NMS	5	6						11
<b>Total</b>	<b>79</b>	<b>1047</b>	<b>880</b>	<b>116</b>	<b>139</b>	<b>253</b>	<b>10</b>	<b>2524</b>

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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**TABLE 19. Staff Members by Nationality, Career Path and Gender - 31.12.2014**

Career Path

Nat.	A		B		C		D		E		F		G		Grand Total	
	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F
AT			1	1	1		3	2	28	6	18	2			51	11
BE			1	1	7	3	36	5	30	7	27		6		107	16
BG			2	2	1		1		5	3	3				12	5
CH			28	15	39	17	49	9	27	4	18	3	6		167	48
CZ			1	1			1		4		1				7	1
DE	1		4	3	8	2	26	2	61	5	69	3	13	1	182	16
DK			2	2			5		8		3		1		19	2
ES	5	1	8	2	9	3	20	2	73	23	20	5	3		138	36
FI	3		5		1		7	3	4		5				25	3
FR	29	4	174	50	391	82	165	30	166	46	73	18	14	1	1012	231
GB	8	1	12	8	32	11	33	9	66	17	46	6	14	1	211	53
GR			1	1			2		14	2	6		1	1	24	4
HU			1	1	1	1			7	2	1	1			10	5
IL									1						1	
IT	1		9	4	22	2	27	3	134	23	77	10	20	3	290	45
NL			1		5	1	19	1	18	2	20		6	1	69	5
NO					3	2	4	1	2		2		1		12	3
PL					6	1	3		45	6	5	1	1		60	8
PT	2		2		7	1	8		31	4	6	2			56	7
RO			1	1	2	2			7	1					10	4
RS									2						2	
SE	2		4	4	3	2	3	1	7	2	12	2	1		32	11
SK					1	1			10	1	3		1		15	2
NMS									7	1	3	2	1		11	3
<b>Total</b>	<b>51</b>	<b>6</b>	<b>257</b>	<b>96</b>	<b>539</b>	<b>131</b>	<b>412</b>	<b>68</b>	<b>757</b>	<b>155</b>	<b>418</b>	<b>55</b>	<b>89</b>	<b>8</b>	<b>2523</b>	<b>519</b>

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

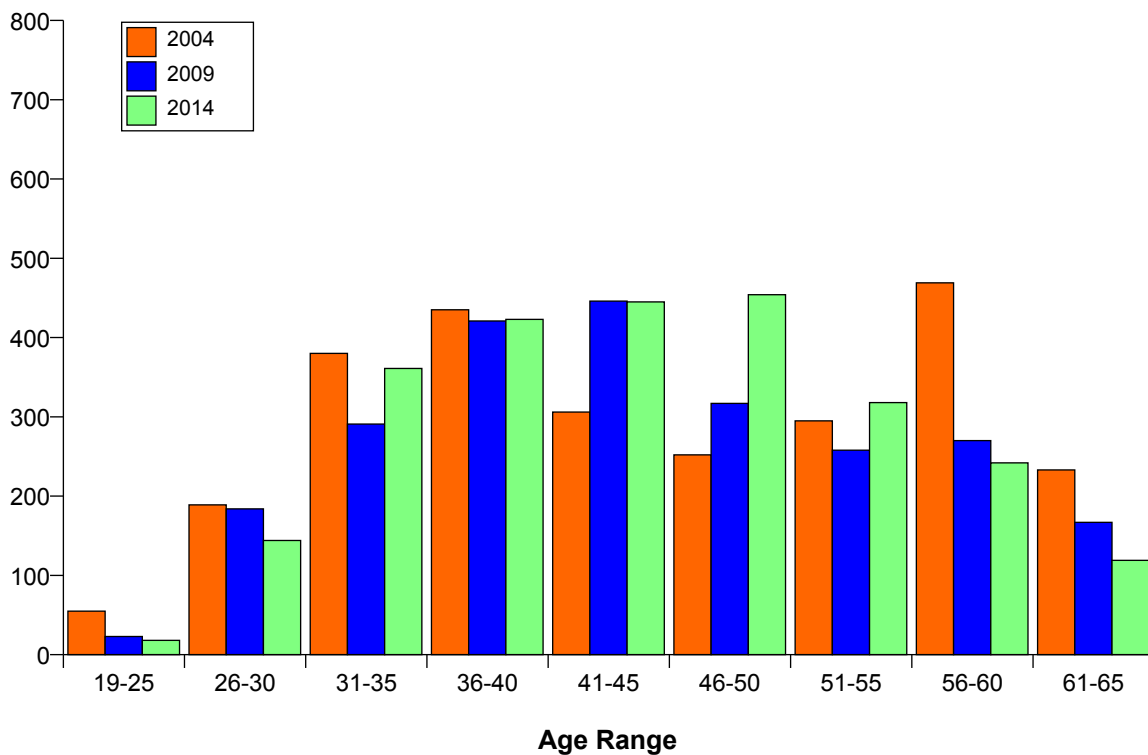
**TABLE 20. Staff Members by Nationality, Gender and Professional Category - 31.12.2014**

		Professional Category							
Nat.		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total
AT	F	1	6	1		1	2		11
	M	1	36	2		1			40
BE	F		3	3		4	6		16
	M	2	45	35		9			91
BG	F		3				2		5
	M		4	2		1			7
CH	F		4	5	1	3	34	1	48
	M		40	66	4	4	4	1	119
CZ	F						1		1
	M		5	1					6
DE	F		4	2		5	5		16
	M	17	113	29	2	5	1		167
DK	F						2		2
	M	1	11	5					17
ES	F	1	21	4	1	6	3		36
	M	5	60	24	8	3	2		102
FI	F						3		3
	M		5	7	6	4			22
FR	F	1	34	26	5	30	131	4	231
	M	5	170	507	73	13	10	3	781
GB	F	1	6	4	1	17	24		53
	M	6	87	48	8	9			158
GR	F	1	2				1		4
	M	2	16	2					20
HU	F		2	1		1	1		5
	M	1	4						5
IL	M	1							1
IT	F	3	28	2		5	7		45
	M	15	173	46	2	7	1	1	245
NL	F		2	2		1			5
	M	4	35	22		2	1		64
NO	F			2			1		3
	M	1	2	4		2			9
PL	F	1	4	1		2			8
	M		43	8		1			52
PT	F		5			1	1		7
	M	3	28	15	3				49
RO	F		1	1			2		4
	M		6						6
RS	M	1	1						2
SE	F		3			1	7		11
	M		15	3	2	1			21
SK	F		1				1		2
	M		13						13
NMS	F	1	2						3
	M	4	4						8
Total	F	10	131	54	8	77	234	5	519
	M	69	916	826	108	62	19	5	2005
		79	1047	880	116	139	253	10	2524

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

	2004	2009	2014
19-25	55	23	18
26-30	189	184	144
31-35	380	291	361
36-40	435	421	423
41-45	306	446	445
46-50	252	317	454
51-55	295	258	318
56-60	469	270	242
61-65	233	167	119
<b>Total</b>	<b>2614</b>	<b>2377</b>	<b>2524</b>

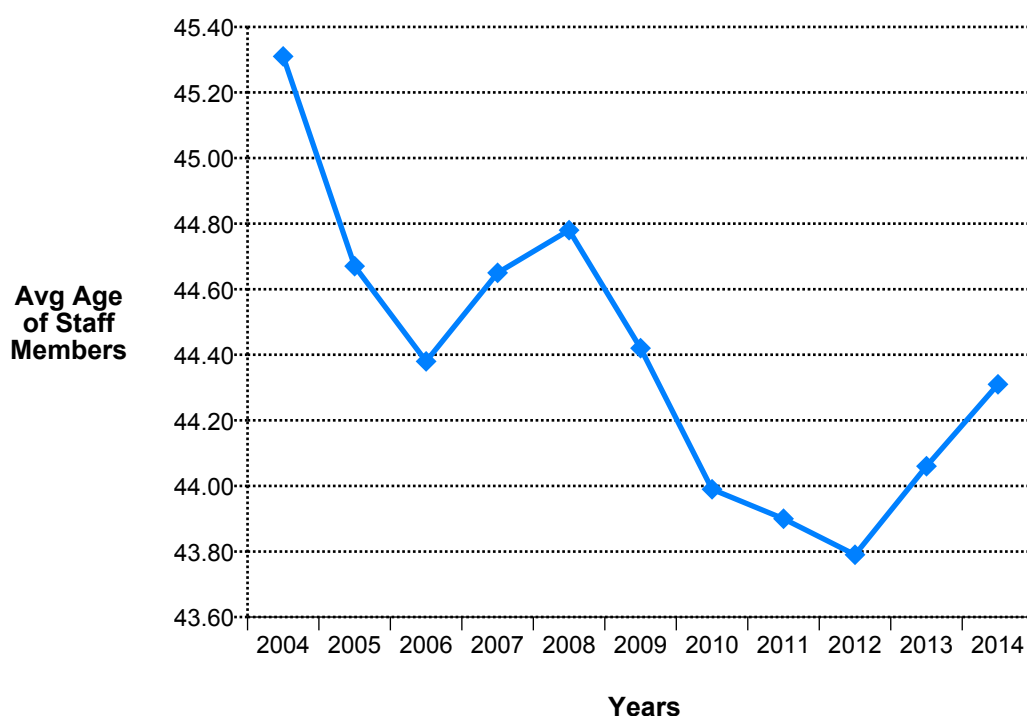
**Figure 21: Evolution in the Number of Staff Members by Age Range over the last 10 years**



**TABLE 22. Staff Members by Age Range and Professional Category - 31.12.2014**

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
> 65	1							1	0.04
61-65	5	44	38	12	8	10	1	118	4.68
56-60	8	107	81	13	13	17	3	242	9.59
51-55	13	143	93	12	24	30	3	318	12.60
46-50	7	216	149	17	25	39	1	454	17.99
41-45	10	168	167	14	30	55	1	445	17.63
36-40	22	168	149	22	17	44	1	423	16.76
31-35	13	142	132	22	18	34		361	14.30
26-30		59	57	4	3	21		144	5.71
<= 25			14		1	3		18	0.71
<b>Total</b>	<b>79</b>	<b>1047</b>	<b>880</b>	<b>116</b>	<b>139</b>	<b>253</b>	<b>10</b>	<b>2524</b>	<b>100</b>
<b>Average Age</b>	45.3	44.8	43.5	45.3	45.9	43.0	53.1	<b>44.3</b>	

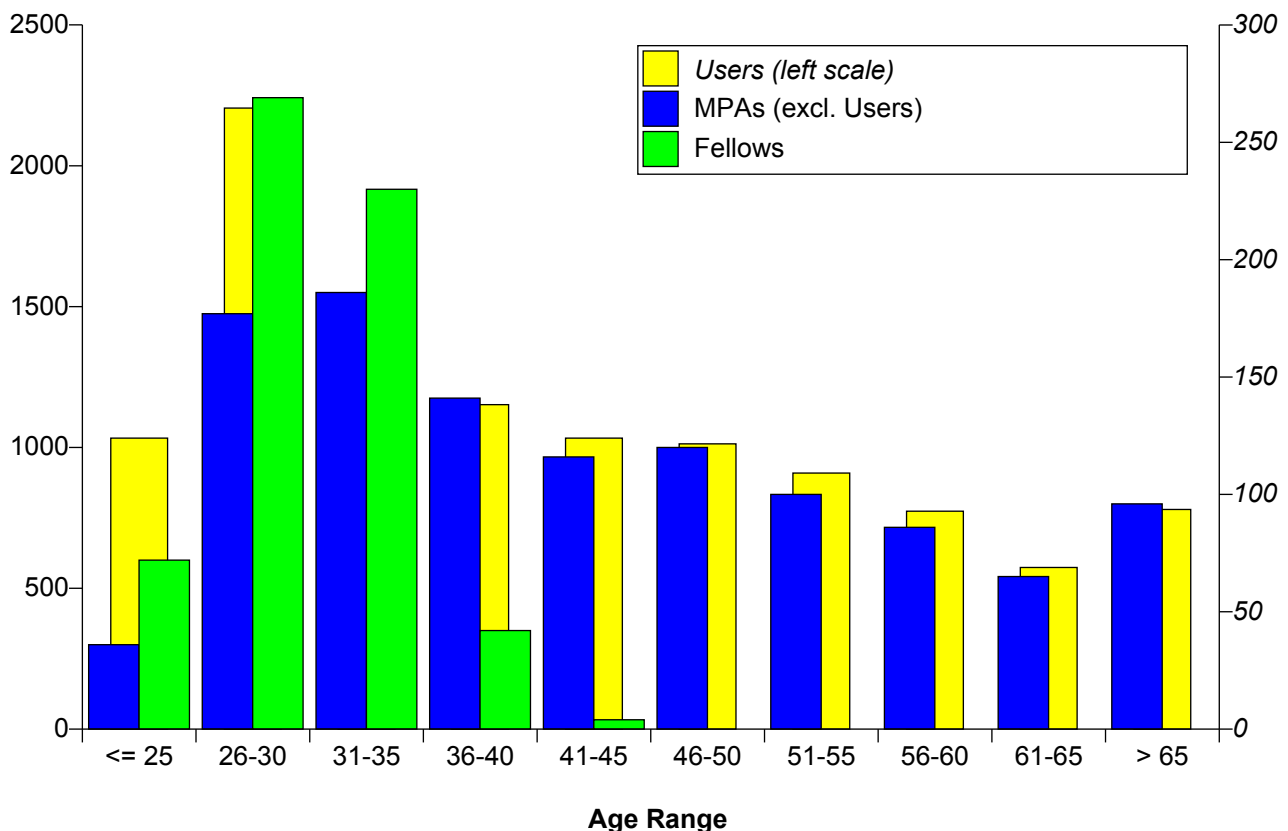
**Figure 22: Evolution in the Average Age of Staff Members over the last 10 years**



**TABLE 23. Fellows and MPAs by Age Range - 31.12.2014**

	Fellows		MPA (excl. Users)		Users		Grand Total	
<= 25	72	11.67 %	36	3.21 %	1033	9.49 %	<b>1141</b>	9.04 %
26-30	269	43.60 %	177	15.76 %	2205	20.26 %	<b>2651</b>	21.00 %
31-35	230	37.28 %	186	16.56 %	1412	12.97 %	<b>1828</b>	14.48 %
36-40	42	6.81 %	141	12.56 %	1152	10.58 %	<b>1335</b>	10.57 %
41-45	4	0.65 %	116	10.33 %	1033	9.49 %	<b>1153</b>	9.13 %
46-50			120	10.69 %	1013	9.31 %	<b>1133</b>	8.97 %
51-55			100	8.90 %	909	8.35 %	<b>1009</b>	7.99 %
56-60			86	7.66 %	774	7.11 %	<b>860</b>	6.81 %
61-65			65	5.79 %	574	5.27 %	<b>639</b>	5.06 %
> 65			96	8.55 %	780	7.17 %	<b>876</b>	6.94 %
<b>Total</b>	<b>617</b>	<b>100 %</b>	<b>1123</b>	<b>100 %</b>	<b>10885</b>	<b>100 %</b>	<b>12625</b>	<b>100 %</b>

**Figure 23: Fellows and MPAs by Age Range - 31.12.2014**



**TABLE 24. Evolution of Arrivals of Staff Members by age group over the past 10 years**

	<= 25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	> 65	Total
2004	38	79	83	48	24	15	16	11	2	1	317
	11.99	24.92	26.18	15.14	7.57	4.73	5.05	3.47	0.63	0.32	100
2005	43	48	50	36	14	14	4				209
	20.57	22.97	23.92	17.22	6.70	6.70	1.91				100
2006	15	55	58	26	10	7	4	2			177
	8.47	31.07	32.77	14.69	5.65	3.95	2.26	1.13			100
2007	9	27	22	8	9	1	1				77
	11.69	35.06	28.57	10.39	11.69	1.30	1.30				100
2008	8	31	16	16	12	1	3	3			90
	8.89	34.44	17.78	17.78	13.33	1.11	3.33	3.33			100
2009	16	50	42	23	9	5	4	3			152
	10.53	32.89	27.63	15.13	5.92	3.29	2.63	1.97			100
2010	18	60	73	47	12	10	7	2			229
	7.86	26.20	31.88	20.52	5.24	4.37	3.06	0.87			100
2011	17	42	52	32	14	2	2				161
	10.56	26.09	32.30	19.88	8.70	1.24	1.24				100
2012	12	49	82	27	14	7	2	1	1		195
	6.15	25.13	42.05	13.85	7.18	3.59	1.03	0.51	0.51		100
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

Average age of arrivals

	1	2	3	4	5a	5b	Total
in 2014:	34.33	32.54	33.23	33.50	36.55	34.58	33.55



**TABLE 25. Average Age by Professional Category, Status and Type of Contract - 31.12.2014**

		Professional Category								
		1	2	3	4	5a	5b	5c		
<b>Staff</b>	<b>LD</b>	38.61	35.22	36.13	35.86	38.82	35.63	38.00	<b>35.99</b>	<b>44.31</b>
	<b>IC</b>	51.41	48.46	46.80	50.84	48.70	46.52	54.78	<b>47.91</b>	
<b>Fellows</b>	<b>LD</b>	31.79	30.16	25.82		30.57			<b>30.02</b>	

**TABLE 26. Staff Members by Professional Category and Years of Service - 31.12.2014**

Completed Years of Service in 2014	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
<b>&gt;= 35</b>		16	14	1	2	8	1	<b>42</b>	<b>1.66</b>
<b>30-34</b>	2	63	63	7	3	19	3	<b>160</b>	<b>6.34</b>
<b>25-29</b>	3	74	36	2	9	7		<b>131</b>	<b>5.19</b>
<b>20-24</b>	12	117	59	1	17	12		<b>218</b>	<b>8.64</b>
<b>15-19</b>	9	201	96	1	23	15	1	<b>346</b>	<b>13.71</b>
<b>10-14</b>	4	147	178	38	23	73	3	<b>466</b>	<b>18.46</b>
<b>5-9</b>	8	124	148	23	20	36	1	<b>360</b>	<b>14.26</b>
<b>0-4</b>	41	305	286	43	42	83	1	<b>801</b>	<b>31.74</b>
<b>Total</b>	<b>79</b>	<b>1047</b>	<b>880</b>	<b>116</b>	<b>139</b>	<b>253</b>	<b>10</b>	<b>2524</b>	<b>100</b>

<b>Average Years of Service of Staff Members</b>	<b>9.49</b>	<b>13.19</b>	<b>11.61</b>	<b>8.99</b>	<b>12.02</b>	<b>11.11</b>	<b>19.50</b>	<b>12.08</b>
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<b>Professional Categories</b>	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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## Staff Recruitment

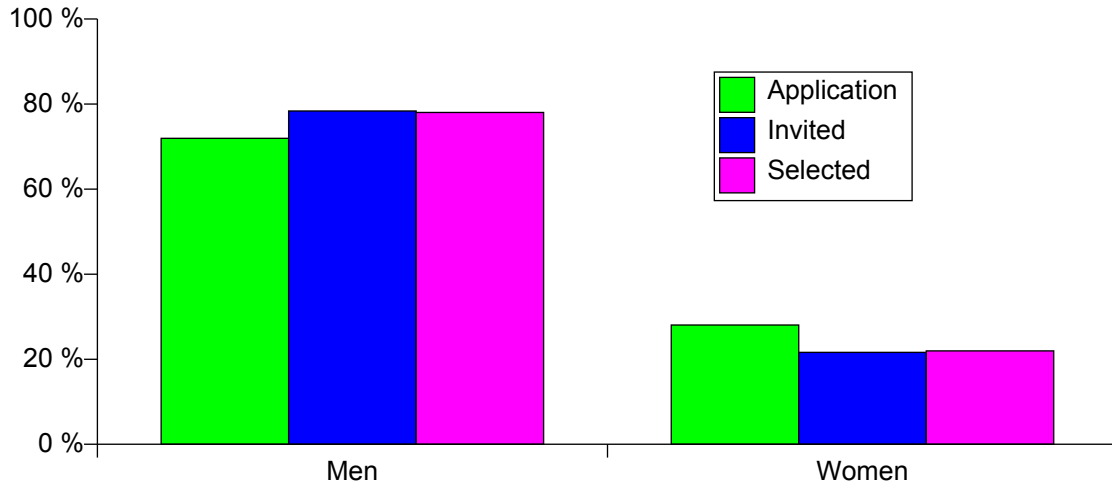
**TABLE 27. Candidates Applied, Invited/Appeared for Selection Boards and Appointments Offered/Refused During 2014 by Nationality and Gender**

	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	16	22	38		3	3					3	3				7.89 %
BE	53	132	185	1	8	9				1	3	4				2.16 %
BG	85	237	322	1	2	3										
CH	468	576	1044	13	20	33	3	1	4	4	5	9				0.86 %
CZ	22	54	76	2	2	4				1	1	2				2.63 %
DE	76	201	277	6	21	27				1	10	11	1		1	3.97 %
DK	11	53	64	1	1	2	1		1	1	1	2				3.13 %
ES	201	737	938	4	59	63	1	2	3	2	18	20				2.13 %
FI	19	93	112	2	4	6				1	1	2				1.79 %
FR	1100	2078	3178	52	145	197	3	2	5	12	36	48	3	4	7	1.51 %
GB	136	490	626	15	36	51	2	2	4	6	7	13	1	1	2	2.08 %
GR	139	359	498	5	13	18					2	2				0.40 %
HU	40	92	132	1	3	4					1	1				0.76 %
IL	8	69	77		4	4					2	2		1	1	2.60 %
IT	333	1203	1536	11	74	85		2	2	1	16	17	1	4	5	1.11 %
NL	26	71	97		4	4					2	2				2.06 %
NO	12	68	80		3	3		1	1		1	1				1.25 %
PL	127	419	546	6	31	37				1	7	8		1	1	1.47 %
PT	77	335	412	2	17	19	1	1	2	1	6	7				1.70 %
RO	77	152	229	5	6	11		1	1	2	2	4				1.75 %
RS	25	66	91		3	3		1	1		1	1				1.10 %
SE	19	62	81	1	5	6		1	1	1	1	2				2.47 %
SK	50	123	173		4	4										
NMS	427	1404	1831	3	7	10				1	2	3		1	1	0.16 %
<b>Total</b>	<b>3547</b>	<b>9096</b>	<b>12643</b>	<b>131</b>	<b>475</b>	<b>606</b>	<b>11</b>	<b>14</b>	<b>25</b>	<b>36</b>	<b>128</b>	<b>164</b>	<b>6</b>	<b>12</b>	<b>18</b>	<b>1.30 %</b>

**TABLE 28. Vacancies Published and Filled During 2014**

Vacancies published in 2014	165
Vacancies published and filled in 2014	89
Vacancies published in 2014 and open as at 31.12.	76
Vacancies republished in 2014	8

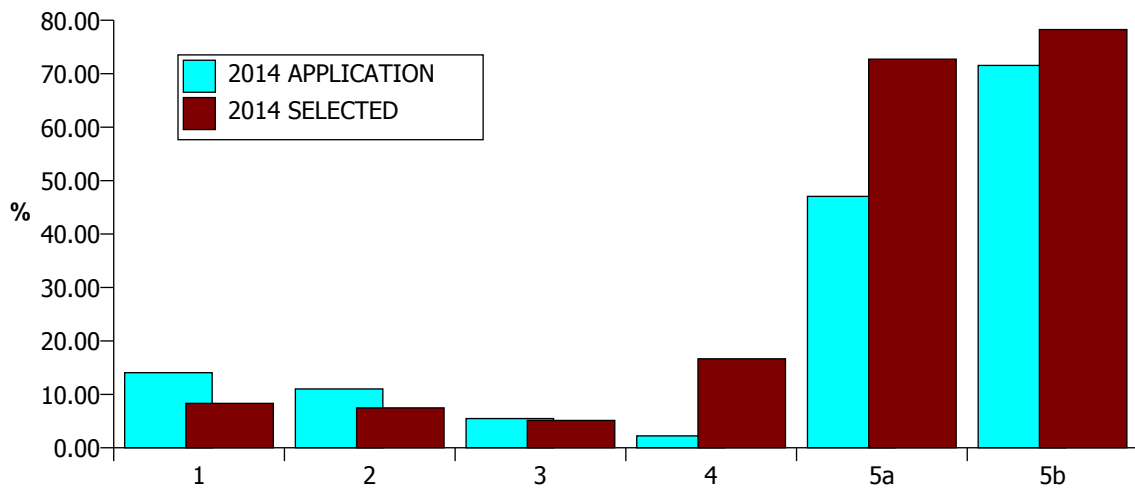
**Figure 27: Candidates Applied, Invited and Selected in 2014 by Gender**



**TABLE 29. Candidates Applied and Selected by Professional Category in 2014**

	Application		Selected	
	F	M	F	M
<b>1</b>	14.05 %	85.95 %	8.33 %	91.67 %
<b>2</b>	11.02 %	88.98 %	7.46 %	92.54 %
<b>3</b>	5.48 %	94.52 %	5.13 %	94.87 %
<b>4</b>	2.23 %	97.77 %	16.67 %	83.33 %
<b>5a</b>	47.05 %	52.95 %	72.73 %	27.27 %
<b>5b</b>	71.56 %	28.44 %	78.26 %	21.74 %

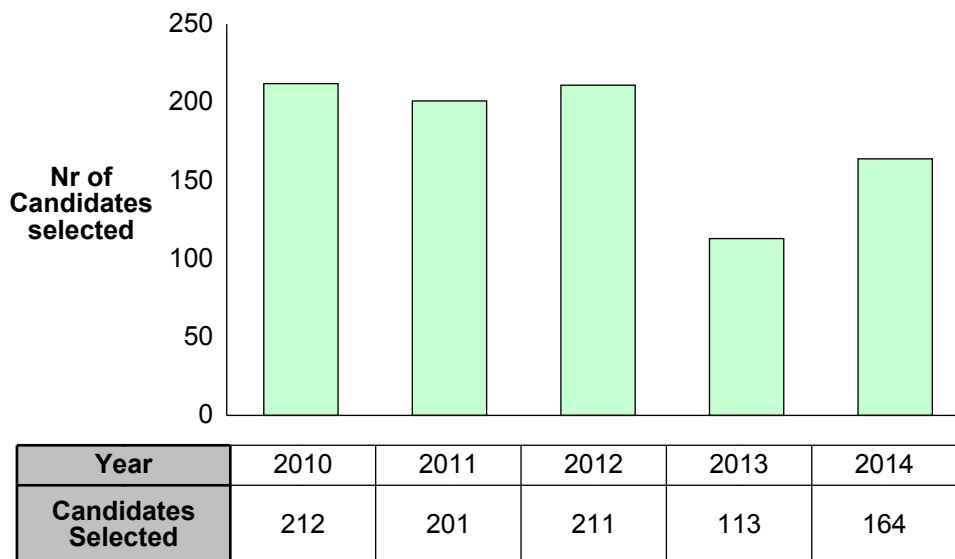
**Figure 29: Female Candidates Applied and Selected by Professional Category**



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

	2010	2011	2012	2013	2014	Total
AT	2	4	6	1	3	16
BE	1	4	3	4	4	16
BG	3	2	1			6
CH	14	11	10	2	9	46
CZ			2		2	4
DE	13	9	10	7	11	50
DK	1	3	1		2	7
ES	6	14	18	12	20	70
FI	6	3	1		2	12
FR	86	80	75	46	48	335
GB	20	14	20	5	13	72
GR	2	6	4	3	2	17
HU	1	1	3	1	1	7
IL		1			2	3
IT	32	25	25	18	17	117
NL	4	1	3	1	2	11
NO	1	1			1	3
PL	10	6	8	5	8	37
PT	6	4	11	4	7	32
RO		5	2	1	4	12
RS					1	1
SE	2	1	3		2	8
SK	1	2	2			5
NMS	1	4	3	3	3	14
<b>Total</b>	<b>212</b>	<b>201</b>	<b>211</b>	<b>113</b>	<b>164</b>	<b>901</b>

**Figure 30: Number of Staff candidates selected over the past 5 years**

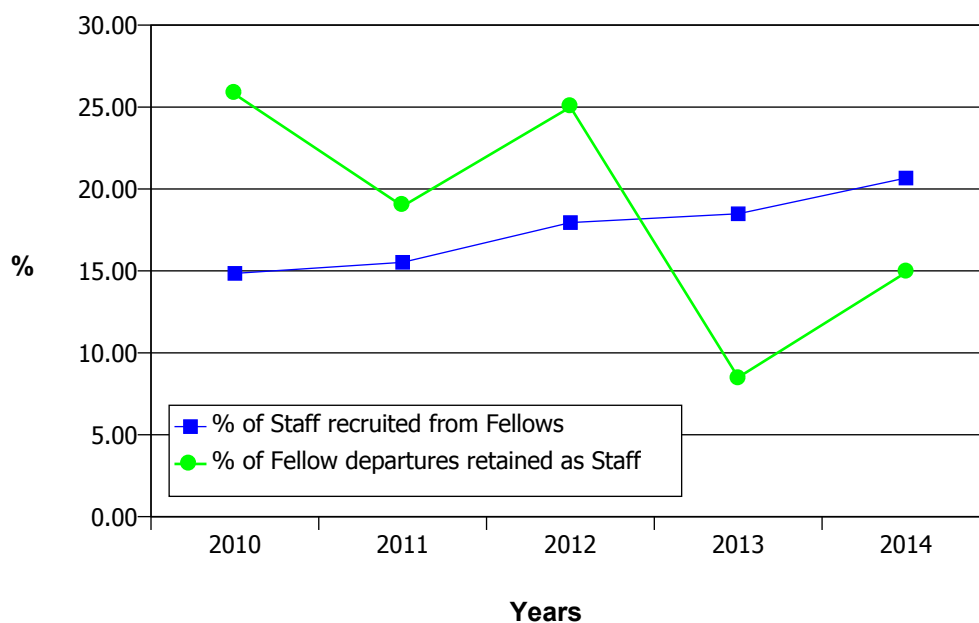


**TABLE 31. Staff Members Recruited (Arrivals) in 2014 by Professional Category**

From	Professional Category						Total
	1	2	3	4	5a	5b	
<b>Fellows</b>	3	25	4				<b>32</b>
<b>Associated Members of Personnel</b>	4	7	2			3	<b>16</b>
<b>No previous status</b>	2	18	38	12	11	21	<b>102</b>
<b>Total</b>	<b>9</b>	<b>50</b>	<b>44</b>	<b>12</b>	<b>11</b>	<b>24</b>	<b>150</b>

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
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**Figure 31. Staff recruited over the past 5 years from Fellows**



## Fellows Recruitment

**TABLE 32A. Candidates Applied and Selected during 2014 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	2	14	16	1	5	6	37.5
BE		24	24		8	8	33.3
BG	5	24	29		2	2	6.9
CH	11	52	63	2	13	15	23.8
CZ	4	15	19		4	4	21.1
DE	25	83	108	9	24	33	30.6
DK	1	8	9		1	1	11.1
ES	67	190	257	13	33	46	17.9
FI	4	12	16	1	3	4	25.0
FR	41	160	201	14	28	42	20.9
GB	15	72	87	3	19	22	25.3
GR	51	137	188	9	6	15	8.0
HU	6	22	28	1	1	2	7.1
IL	2	9	11	1	1	2	18.2
IT	129	443	572	8	40	48	8.4
NL	2	13	15	1	4	5	33.3
NO	1	17	18		7	7	38.9
PL	18	107	125	1	15	16	12.8
PT	19	56	75	1	8	9	12.0
RO	14	22	36	2	2	4	11.1
RS	6	4	10				
SE	3	10	13		1	1	7.7
SK	3	15	18	1	1	2	11.1
NMS	72	333	405	6	20	26	6.4
<b>Total</b>	<b>501</b>	<b>1842</b>	<b>2343</b>	<b>74</b>	<b>246</b>	<b>320</b>	<b>13.7</b>

**TABLE 32B. Candidates Applied and Selected by Gender and Nationality - 2014**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	2	14	16	1	5	6	37.5
BE		24	24		7	7	29.2
BG	5	25	30		2	2	6.7
CH	9	49	58	1	12	13	22.4
CZ	4	15	19		4	4	21.1
DE	23	80	103	9	25	34	33.0
DK	1	7	8		1	1	12.5
ES	67	189	256	13	34	47	18.4
FI	3	12	15		3	3	20.0
FR	37	155	192	13	26	39	20.3
GB	14	67	81	2	19	21	25.9
GR	53	137	190	9	6	15	7.9
HU	6	22	28	1	1	2	7.1
IL	2	10	12	1	1	2	16.7
IT	134	450	584	11	42	53	9.1
NL	3	12	15	2	4	6	40.0
NO	1	17	18		7	7	38.9
PL	18	106	124	1	14	15	12.1
PT	18	57	75	1	9	10	13.3
RO	14	23	37	2	2	4	10.8
RS	7	4	11				
SE	3	10	13		1	1	7.7
SK	3	16	19	1	1	2	10.5
NMS	74	341	415	6	20	26	6.3
<b>Total</b>	<b>501</b>	<b>1842</b>	<b>2343</b>	<b>74</b>	<b>246</b>	<b>320</b>	<b>13.7</b>

**TABLE 33. Number of Fellows selected by Nationality over the past 5 years**

	2010	2011	2012	2013	2014	Total
AT	6	5	6	7	6	30
BE	3	2	5	4	7	21
BG	1	3	3	2	2	11
CH	3	4	5	3	13	28
CZ	1	2	6	2	4	15
DE	17	26	30	24	34	131
DK		1	1	1	1	4
ES	31	32	40	35	47	185
FI	2		5	7	3	17
FR	24	21	28	21	39	133
GB	16	10	17	14	21	78
GR	6	16	13	16	15	66
HU	3	3	7	5	2	20
IL		1			2	3
IT	36	42	36	56	53	223
NL	1	4	4		6	15
NO	1	2	2	1	7	13
PL	15	11	14	22	15	77
PT	8	7	13	8	10	46
RO		5	5	1	4	15
RS				3		3
SE		3	2	3	1	9
SK			1	4	2	7
NMS	30	32	32	34	26	154
<b>Total</b>	<b>204</b>	<b>232</b>	<b>275</b>	<b>273</b>	<b>320</b>	<b>1304</b>

## Student Recruitment

**TABLE 34. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2014 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	6	12	18	5	6	11	61.1
BE		11	11		2	2	20.0
BG	1	5	6		2	2	33.3
CH	5	37	42	4	14	18	43.9
CZ	1	11	12		6	6	54.5
DE	26	131	157	15	42	57	37.0
DK	3	15	18	1	5	6	35.3
ES	32	116	148	9	21	30	21.8
FI	2	15	17	1	11	12	70.6
FR	27	135	162	2	17	19	12.1
GB	29	182	211	6	33	39	19.0
GR	39	188	227	17	25	42	20.3
HU	5	16	21	2	6	8	40.0
IL		1	1				
IT	29	162	191	10	34	44	23.6
NL	5	33	38	3	6	9	25.0
NO	2	29	31	2	11	13	46.4
PL	38	121	159	11	36	47	32.9
PT	2	24	26		6	6	25.0
RO	6	8	14	1	2	3	23.1
SE	3	27	30	1	9	10	33.3
SK		4	4				
RS	2	10	12	1		1	8.3
NMS	28	119	147	2	2	4	2.9
<b>Total</b>	<b>291</b>	<b>1412</b>	<b>1703</b>	<b>93</b>	<b>296</b>	<b>389</b>	<b>24.1</b>

**TABLE 35. Number of Students selected (TECH, DOCT) by Nationality over the past 5 years**

	2010	2011	2012	2013	2014	Total
AT	10	8	12	7	10	47
BE	1	2	1	3	3	10
BG	3	3	5	3	3	17
CH	3	2	3	3	5	16
CZ	1	3	4	1	6	15
DE	38	49	37	23	53	200
DK	1	1	1	2	3	8
ES	28	23	17	14	34	116
FI	5	2	6	1	10	24
FR	13	15	10	7	21	66
GB	19	13	18	16	26	92
GR	13	25	29	37	41	145
HU	3	4	5	6	9	27
IT	23	31	37	33	59	183
NL	1	7	2	2	7	19
NO	13	10	11	11	12	57
PL	22	30	42	28	53	175
PT	2	2	3	3	7	17
RO		8	7	2	5	22
RS				1	2	3
SE	1	2	6	2	8	19
SK	4	1	1	4	2	12
NMS	11	3	3	6	10	33
<b>Total</b>	<b>215</b>	<b>244</b>	<b>260</b>	<b>215</b>	<b>389</b>	<b>1323</b>

Including students selected to replace those who refused a CERN studentship



**TABLE 36. Candidates Applied and Selected for the Summer Student Programme during 2014 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	6	25	31		3	3	9.7
BE	6	34	40		4	4	10.0
BG	4	18	22	1	1	2	9.1
CH	2	18	20	1	2	3	15.0
CZ	5	22	27	1	5	6	22.2
DE	19	85	104	6	17	23	22.1
DK	3	17	20		6	6	30.0
ES	55	235	290	4	7	11	3.8
FI	5	16	21	1	2	3	14.3
FR	13	71	84	4	13	17	20.2
GB	65	242	307	6	17	23	7.5
GR	49	122	171	2	8	10	5.8
HU	4	14	18		2	2	11.1
IL	2	14	16	1	3	4	25.0
IT	49	121	170	4	8	12	7.1
NL	6	20	26	4	6	10	38.5
NO	3	25	28		5	5	17.9
PL	28	78	106	3	2	5	4.7
PT	12	33	45		4	4	8.9
RO	16	20	36	1	1	2	5.6
SE	12	44	56	1	6	7	12.5
SK	3	19	22	1	2	3	13.6
RS	1	10	11		3	3	27.3
NMS	169	583	752	6	10	16	2.1
Total	537	1886	2423	47	137	184	7.6

for 142 MS places and 28 places on special Summer Student programmes

Including students selected to replace those who refused a CERN studentship

**TABLE 37. Candidates Applied and Selected for the Administrative Student Programme during 2014 by Nationality (or Institute Nationality Where Appropriate) and Gender**

	Application			Selected			Success rate
	F	M	Total	F	M	Total	
AT	4		4				
BE	1		1				
BG	2	1	3				
CH	25	9	34	7	1	8	23.5
CZ	4		4				
DE	6	2	8	1	1	2	25.0
DK	2		2	1		1	50.0
ES	14	3	17	4		4	23.5
FI	2	2	4	1		1	25.0
FR	41	22	63	6	2	8	12.7
GB	16	12	28	1	2	3	10.7
GR	50	19	69	13	4	17	24.6
HU	2	1	3				
IT	24	30	54	2		2	3.7
NL	2	1	3				
NO	2		2	1		1	50.0
PL	13	7	20	3		3	15.0
PT	2	2	4	1	1	2	50.0
RO	4	1	5				
SE	1	2	3				
SK	1	1	2		1	1	50.0
RS	3	2	5				
NMS	9	16	25				
Total	230	133	363	41	12	53	14.6

**TABLE 38. Staff Member Arrivals and Departures in 2014 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	1.33	3.92	1		1	0.69	1.96
BE	3	1	4	2.67	3.74	4		4	2.76	3.74
BG						1		1	0.69	8.33
CH		9	9	6.00	5.39	1	15	16	11.03	9.58
CZ	1	1	2	1.33	28.57					
DE	4	1	5	3.33	2.73	6		6	4.14	3.28
DK	1	1	2	1.33	10.53	2	1	3	2.07	15.79
ES	14	3	17	11.33	12.32	4	1	5	3.45	3.62
FI	1		1	0.67	4.00	2	1	3	2.07	12.00
FR	19	33	52	34.67	5.14	16	52	68	46.90	6.72
GB	7	5	12	8.00	5.69	13		13	8.97	6.16
GR	1		1	0.67	4.17					
HU	1		1	0.67	10.00					
IL	1		1	0.67	100.00	1		1	0.69	100.00
IT	15	1	16	10.67	5.52	11		11	7.59	3.79
NL	1		1	0.67	1.45	1		1	0.69	1.45
NO	2		2	1.33	16.67	2		2	1.38	16.67
PL	6		6	4.00	10.00	7		7	4.83	11.67
PT	7	1	8	5.33	14.29	1		1	0.69	1.79
RO	1	2	3	2.00	30.00	1		1	0.69	10.00
RS	1		1	0.67	50.00					
SE	2		2	1.33	6.25					
SK						1		1	0.69	6.67
NMS	2		2	1.33	18.18					
	<b>92</b>	<b>58</b>	<b>150</b>	<b>100</b>	<b>5.94</b>	<b>75</b>	<b>70</b>	<b>145</b>	<b>100</b>	<b>5.74</b>

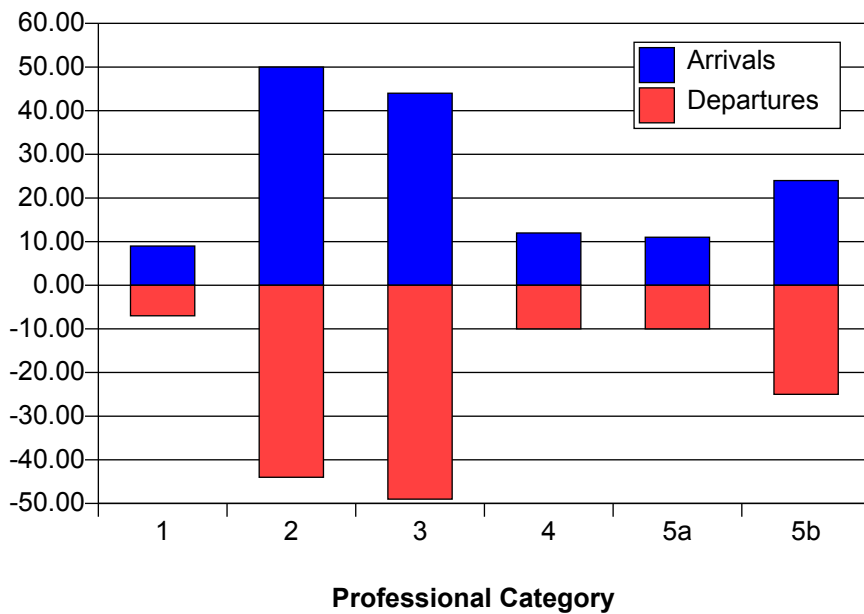
Labour turnover = 5.76 % of average strength

This table shows all departures from 1 January 2014 to 31 December 2014

**TABLE 39. Staff Member Arrivals and Departures in 2014 by Professional Category**

	Arrivals	Departures
1	9	7
2	50	44
3	44	49
4	12	10
5a	11	10
5b	24	25
<b>Total</b>	<b>150</b>	<b>145</b>

**Figure 39: Staff Member Arrivals and Departures in 2014 by Professional Category**



**TABLE 40. Staff Member Departures in 2014 by Professional Category, Type of Contract and Reason for Leaving**

Reason	Professional Category												T otal		Grand
	1		2		3		4		5a		5b		LD	IC	Total
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD			
Family/Social				1		1				1			3		3
Job connected		1		4		2							7		7
Retirement	1		13	1	15		4		3		6	1	42	43	
Contract expirations		4		22		20		4		5	19	74		74	
Mutual agreement	1			1		4	1	1		1		7	2	9	
Invalidity			1		3								4	4	
Death			1		2								3	3	
Contract terminations					1	1						1	1	2	
<b>Total</b>	<b>2</b>	<b>5</b>	<b>15</b>	<b>29</b>	<b>21</b>	<b>28</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>7</b>	<b>6</b>	<b>19</b>	<b>93</b>	<b>52</b>	<b>145</b>

This table shows all departures from 1 January 2014 to 31 December 2014

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