

**Report by the Chair of TREF, Professor B. Åsman,  
to the Finance Committee on 16 June 2020**

Since my report to the Finance Committee last December, TREF has met twice, on 31 March and 19 May. Both of these meetings were held remotely due to the COVID-19 pandemic. In March, we were pleased to welcome Ossi Malmberg, Nathalie Prentout and Nicolas Wimberger, the new representatives of Finland, France and Austria; Anna Cook, the new Technical Secretary; Umberto Dosselli, the new Finance Committee Chair, who also continues to represent Italy pending the appointment of a new representative; Isabelle Mardirossian, the newly elected President of the Staff Association; and the latter's two vice-presidents, Thibaut Lefèvre and Almudena Solero. We also bade farewell to the outgoing French representative Eric Bernet and thanked him for his valuable contributions to TREF's work.

The first item on our agenda in March was a set of documents relating to the 2021 five-yearly review, which I will talk about later on as they were also discussed in May. Next, we heard a report on the 2019 staff and fellows surveys from James Purvis, the head of the HR department. We were pleased to hear that the results of both surveys show high levels of satisfaction and engagement, including, for the fellows survey, the highest Employee Net Promoter Score (eNPS) the survey company had ever seen. We also took note of a statement from the Staff Association that its own 2019 staff and fellows survey shows a similarly positive picture overall but reveals concerns relating to high workload, the contract policy, the MERIT system and career evolution.

Mr Purvis then presented a report on internal and external mobility. We were interested to hear about the mobility opportunities available to CERN personnel and the challenges involved in increasing them, as well as the benefits in terms of professional development and the exchange of best practices.

In May, we began our meeting with an update from Mr Purvis on the COVID-19 situation at CERN. As you heard from the Director-General earlier this afternoon, the Management and the HR department have put in place extensive measures to protect the health of the personnel and keep the Organization functioning, and TREF congratulated them on their handling of the crisis.

Anna Cook, in her capacity as deputy head of the Talent Acquisition group, then presented the CERN Personnel Statistics for 2019. We noted that the total number of members of the personnel has decreased slightly with respect to 2018, but that the female component has continued to increase, reaching 19.5% in 2019. We were pleased to hear that the take-up of teleworking and saved leave has steadily increased since the new diversity measures were put in place after the 2015 five-yearly review. We noted with satisfaction that the nationality spread for student recruitment has improved, notably with a better selection rate for Scandinavian countries, and that significant outreach efforts are being made to further diversify the talent pools and promote CERN as an attractive employer. Outreach activities are, of course, currently affected by the pandemic, but it was good to hear that many of the planned events, such as career fairs and webinars, are being held online. We also welcomed the addition to the Personnel Statistics document of new tables presenting more data on CERN's user population.

Next, Mr Purvis presented, for discussion by TREF, the five-yearly review documents that were provided for the first time in March, and pinpointed the modifications made since then. Most of

these documents, notably the reports on the recruitment markets for staff members, the recruitment and retention of staff members, and the comparator research institutions for fellows, will be presented to the Finance Committee for information today. In addition, Mr Purvis presented the Management's proposal identifying the financial and social conditions to be reviewed, which includes benchmarking of diversity- and inclusion-related conditions in addition to the mandatory components of salaries, stipends and allowances. The Staff Association indicated that it had reviewed all of the documents during the *concertation* procedure and that it supported the proposal. TREF was fully satisfied with Mr Purvis's explanations and unanimously supported the proposal, which is tabled for recommendation by the Finance Committee today.

TREF then heard the annual report by the CERN Ombud, Pierre Gildemyn, who presented statistics on visitors to his office in 2019. He noted that the number of visitors had decreased compared to previous years, but that this could be at least partly explained by his own reduced availability in the latter part of the year due to an accident. The gender split was roughly 50-50 but the percentage relative to the overall population was significantly higher for women than for men. Relationships between supervisors and supervisees continued to be the most frequently raised category of issue, followed by harassment and stress related to the work environment, and peer relationships. The majority of visitors requested mainly advice, guidance or discussion. Mediation is also regularly offered, but not often requested. Mr Gildemyn observed that the formal procedures available at CERN are generally not well known among the personnel, but recent arrivals seem to be better informed than those who have been working here for some time. In 2020, after a quiet first couple of weeks in lockdown, the number of people requesting the Ombud's support went up again and the COVID-19 situation did not noticeably alter the categories of issue raised.

We then heard a report from the Diversity and Inclusion Programme Leader, Louise Carvalho, on CERN's anti-harassment policy. Her report covered the legal and policy frameworks governing CERN's approach to harassment in the workplace. She described procedures for harassment complaint and investigation, focusing notably on the activities of the Harassment Investigation Panel, the possible disciplinary actions and the strategies for prevention and communication. TREF was pleased to hear that the work of the Panel is continuing despite the constraints imposed by the COVID-19 pandemic. TREF thanked Mr Gildemyn and Ms Carvalho for their presentations and for their valuable work, noting that both activities play a key role in maintaining CERN's excellent reputation as an employer while also increasing its attractiveness to potential applicants.

Attendance in both March and May was higher than usual, with seventeen Member States represented at each meeting, perhaps due to the convenience of remote participation. TREF meetings are an invaluable opportunity for Member State representatives to discuss important matters relating to employment conditions with the Management and the Staff Association, and our role is especially crucial during this five-yearly review period. I would therefore like to encourage all delegations to send a representative to our next meeting, which will take place on 22 October.