

**Report by the Chair of TREF, Professor B. Åsman,  
to the Finance Committee on 16 June 2021**

Since my report to the Finance Committee last December, TREF has met twice, on 31 March and 28 May. Both of these meetings were again held remotely due to the COVID-19 pandemic. In March, we were pleased to welcome Patricia Vogel, the new representative of the Netherlands; Raphaël Bello, the new Director for Finance and Human Resources; Manfred Krammer, the reappointed Head of the Experimental Physics department; Kirsten Baxter, in her new capacity as CERN's Legal Counsel; Sofia Intoudi of the Legal Service; and Joël Lahaye, the new Vice-President of the Staff Association.

The first item on our March agenda was an update from James Purvis, the Head of the Human Resources department, on the COVID-19 situation at CERN. His report covered the extensive measures put in place to protect and support the personnel, including the recent roll-out of the Proximeter tracking devices. TREF congratulated the Management on its handling of the crisis and commended CERN for its contributions to society during the pandemic.

Next, in the context of the five-yearly review, Antoine Michelet from the ISRP/OECD presented the results of the benchmark study of CERN's diversity and inclusion measures. During a rich discussion, TREF observed that, the review can be used to showcase where CERN is taking the lead in diversity and inclusion matters. However, more important is where CERN can take inspiration from the comparator organisations. In particular, members voiced strong support for the suggestion to improve CERN's paternity leave measures and extend the teleworking conditions.

TREF then heard the last annual report by the outgoing CERN Ombud, Pierre Gildemyn, who presented statistics on visitors to his office in 2020. He noted that the main change with respect to previous years was that, for the first time, peer relationships had overtaken relationships between supervisors and supervisees as the most frequently raised category of issue. Finally, he drew on his four years in the role to make some general remarks on seven key topics, namely the disciplinary process, leadership, sexism, the user community, nationality diversity, consensual relationships in the workplace and support services. TREF thanked Mr Gildemyn for his outstanding work and interesting presentations and wished him all the best for the future. We also took the opportunity to welcome his successor, Laure Esteveny, whom we wish good luck in her new role.

The final item on our March agenda was an explanation by Mr Purvis of a proposed amendment to Chapter VI of the Staff Rules which is tabled for recommendation by the Finance Committee under the next item of today's agenda. The Staff Association indicated that it had reviewed the proposed amendment during the *concertation* process and supported it. TREF was fully satisfied with Mr Purvis' explanations and unanimously supported the proposal.

In May, we were pleased to welcome three new members of TREF: Sarah Kudling of Germany, Cristina Biino of Italy and Lubomíra Lenčešová of Slovakia. We began our meeting with a set of documents relating to the 2021 five-yearly review. The results of the comparative study on salary levels in grades 4 to 10 were presented by representatives of the ISRP/OECD; the results of the local salary survey (grades 1 to 3) by Cécile Curdy, the five-yearly review project coordinator; and the report on the fellows and associated members of the personnel component of the review by Anna Cook, who is in charge of HR communications, reporting and analytics. The Staff Association reported that it is unable to endorse the results of the comparative study on salary levels in grades 4 to 10 in their current form on the

grounds that the impact of two parameters has not been quantified (the use of Geneva rather than Zürich as the reference location for taxation purposes and the absence of information regarding the COVID-related evolution of variable pay in the private sector).

Ms Cook then presented the CERN Personnel Statistics for 2020. We noted that the total number of members of the personnel has decreased by 6.7% with respect to 2019, mostly due to a reduction in the user population, presumably as a result of the travel restrictions linked to the COVID-19 pandemic. We also noted that the proportion of female members of the personnel has continued to increase, reaching 19.7% in 2020. We were pleased to hear that, despite the cancellation of the on-site summer student programme, the selected students were able to participate in an exciting programme of online activities. Application levels for both staff and fellow positions are at an all-time high, and significant outreach efforts continue to be made to further diversify the talent pools and promote CERN as an attractive employer. Further, we noted with satisfaction that, despite the constraints relating to the pandemic, CERN had continued to offer a wide range of vibrant outreach activities in 2020 and, thanks to the virtual format, had reached a wider audience than ever before. Finally, the presentation included additional information on the encouraging results of an analysis of CERN's gender pay gap and gender pay equity, performed outside the scope of the Personnel Statistics analysis.

Next, TREF heard two presentations on new initiatives from the HR department. The “25 by '25” strategy, presented by the Diversity & Inclusion programme leader, Louise Carvalho, aims to increase the proportion of female employed members of the personnel to 25% by 2025, as well as to increase nationality diversity with a view to improving the balance of return to the Member States. The Graduate Programme Review, presented by the project leader, Katharine Thomas-Chevreur, seeks to streamline the range of recruitment programmes for young graduates, increase their attractiveness and scope and broaden the diversity of the participants. This career development programme provides an important talent pipeline for both CERN and its Member States. TREF was very interested to hear about these two initiatives and looks forward to receiving updates on their progress.

The final item on our agenda was an explanation by Ms Carvalho of a set of editorial changes to the Staff Rules and Regulations, with a view to making the text gender-inclusive. Since the editorial changes are linguistic in nature and do not alter the text in any substantive way, they are not subject to the usual approval process by the Finance Committee and the Council and were presented to TREF for information only. Currently, these concern only the English-language version of the Staff Rules and Regulations, while the revision of the French version is pending further study and a proposal. We expressed our appreciation for the changes, which reflect CERN's commitment to diversity and inclusion in the workplace and will be presented to the Finance Committee for information under the next item of today's agenda.

Fifteen Member States were represented at the March meeting, and seventeen in May. I would like to encourage all delegations to send a representative to our next meeting, which will take place on 14 October and will, as ever, be a valuable opportunity to discuss important matters relating to conditions of employment and association at CERN with the Management and the Staff Association.