

*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

2024

Human Resources Department
March 2025

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Notes

Percentages

Percentages are rounded to one decimal place.

Members of the Personnel

Members of the Personnel are referred to either by their grouping, sub-grouping, or respective status as follows (for further details, please see the full chart in Annex):

MPE: Employed Members of the Personnel (Staff Members (STAF), Fellows (FELL) and Graduates (GRAD for GRAE, GRAF and GRAP));

MPA: Associated Members of the Personnel, further sub-grouped as:

- **MPAc** (MPA for collaboration: COAS, EXAS, PJAS, USER);
- **MPAx** (MPA for exchange of scientists: CASS, GPRO, SASS, VISC);
- **MPAt** (MPA for training: ADMI, APPR, DOCT, TECH, TRNE, SUMM).

Graduates were introduced as a new category of MPEs to absorb Fellows and have been recruited since 2022. The first Graduates started their contract at CERN in 2023.

Member States

A Member State is defined as being a country that is CERN Member State, Associate Member State or Associate Member State in the pre-stage to Membership. All other countries are considered to be Non-Member States (NMS). A complete list of countries can be found in the annex with the countries' international ISO codes.

Member States contributions

Member States contributions include contributions from Associate Member States in the pre-stage to Membership and Associate Member States.

Headcount

All figures refer to a headcount (referred to as 'HC' in respective tables) as at 31.12.2024 unless specified otherwise.

Staff Members

A 2,704 "headcount" equates to 2635.8 FTEs Full-time equivalents (FTEs) for 2024, of which 72.5 FTEs were charged to third-party accounts and 2563.3 FTEs were charged to CERN accounts (2535.6 FTEs under CERN core budget, 7.8 FTEs under EU funding, 1.0 FTEs under CERN openlab, and 18.9 FTEs under other external revenues). Staff members "paid but not available" accounted for 29 FTEs, resulting in an active staff complement of 2506.6 FTEs charged to CERN's core budget.

The 2024 "headcount" of 2,704 is calculated as follows:

Staff HC 31.12.2023 (2,666) – departures on 31.12.2023 (20) + 2024 arrivals (177) – (2024 departures (136) – departures on 31.12.2024 (17))

Consistency of data with past Personnel Statistics

Due to changes in the underlying IT infrastructure, certain data and totals for previous years may show minor differences with those published in past Personnel Statistics documents.

Addendum to Table 36: In the 2021 Personnel Statistics document, Table 36, the figure "No. of Infants (< 3 years)" erroneously included children outside this category. This has been amended as of the 2022 Personnel

Statistics document. Addendum to Table 42: The average age was erroneously computed in the 2023 Personnel Statistics and in previous years. This has been amended as of the 2024 document.

In 2023 and 2024, modifications were made to the method of retrieving recruitment data. Hence, Tables 43-58 and Figures 16-18 of the 2023 and 2024 Personnel Statistics document are not compatible with each other and with previously published versions.

Annex

For definitions and details of all acronyms, please refer to the [Annex](#).

Tables 59a and 59b in the Annex report figures on Participants to an Experiment (PART). PART are not Members of the Personnel.

1 General Overview

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2024

Dept.	MPE			MPA					Grand Total
	Staff Members	Graduates and Fellows	Total	MPA int. coll. excl. Users	MPA exch. scient.	MPA training	Users	Total	
ATS	34	17	51	16	6	3		25	76
BE	314	141	455	39	38	94		171	626
DG	41	4	45		7			7	52
EN	338	99	437	3		11		14	451
EP	533	299	832	110	44	219	12,380	12,753	13,585
FAP	79	32	111	8		4		12	123
HR	75	8	83			4		4	87
HSE	165	44	209	8	3	13		24	233
IPT	51	24	75	3	1	1		5	80
IR	56	31	87	6	1	14		21	108
IT	214	97	311	23		18	25	66	377
PF	21	5	26						26
RCS	20	8	28		3	8		11	39
SCE	103	35	138	1		1		2	140
SY	322	156	478	34	23	64		121	599
TE	313	132	445	42	2	62		106	551
TH	25	49	74	20	444			464	538
Total	2,704	1,181	3,885	313	572	516	12,405	13,806	17,691

Figure 1: Members of the Personnel by Status – 31.12.2024

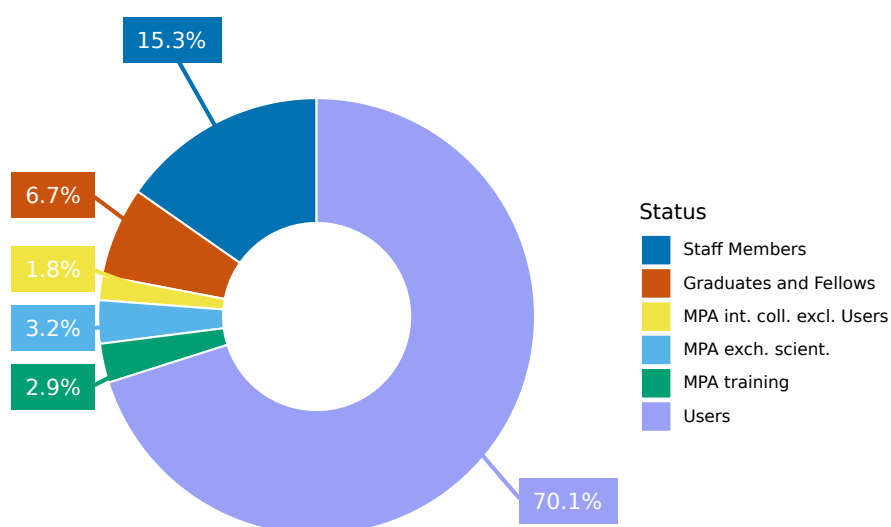


Table 1b: Graduates and Fellows by Department/Unit and Status – 31.12.2024

Dept.	Graduates and Fellows				Grand Total
	FELL	GRAE	GRAF	GRAP	
ATS	6	8		3	17
BE	40	55	2	44	141
DG	1	3			4
EN	31	37		31	99
EP	84	64	80	71	299
FAP	11	15		6	32
HR	2	5		1	8
HSE	14	16		14	44
IPT	4	10		10	24
IR	8	15		8	31
IT	25	63		9	97
PF	2	3			5
RCS	3	4		1	8
SCE	4	19		12	35
SY	39	53	5	59	156
TE	42	66		24	132
TH	14		35		49
Total	330	436	122	293	1,181

Table 1c: Associated Members of the Personnel by Department/Unit and Status – 31.12.2024

Dept.	MPA for international collaboration (MPAc)												Grand Total
	COAS			EXAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	8	5	13				3		3				16
BE	21	9	30				8	1	9				39
DG													
EN	3		3										3
EP	16	2	18	14	1	15	61	16	77	8,544	3,836	12,380	12,490
FAP							8		8				8
HR													
HSE	4	3	7				1		1				8
IPT	2	1	3										3
IR	3	2	5				1		1				6
IT	21	2	23							19	6	25	48
PF													
RCS													
SCE								1	1				1
SY	24	2	26				8		8				34
TE	39	3	42										42
TH	18	2	20										20
Total	159	31	190	14	1	15	90	18	108	8,563	3,842	12,405	12,718

Dept.	MPA for exchange of scientists (MPAx)												Grand Total
	CASS			GPRO			SASS			VISC			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS										3	3	6	6
BE										22	16	38	38
DG				1		1				6		6	7
EN													
EP				3		3	21	4	25	11	5	16	44
FAP													
HR													
HSE										2	1	3	3
IPT										1		1	1
IR										1		1	1
IT													
PF													
RCS							1		1	1	1	2	3
SCE													
SY										15	8	23	23
TE										2		2	2
TH					1	1	5	1	6	366	71	437	444
Total	0	0	0	3	2	5	27	5	32	430	105	535	572

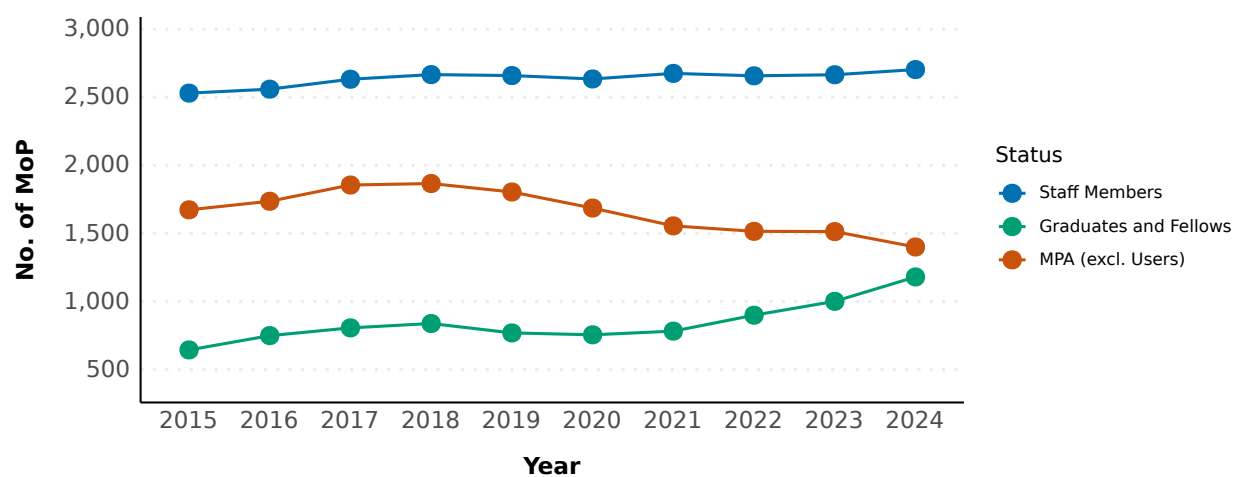
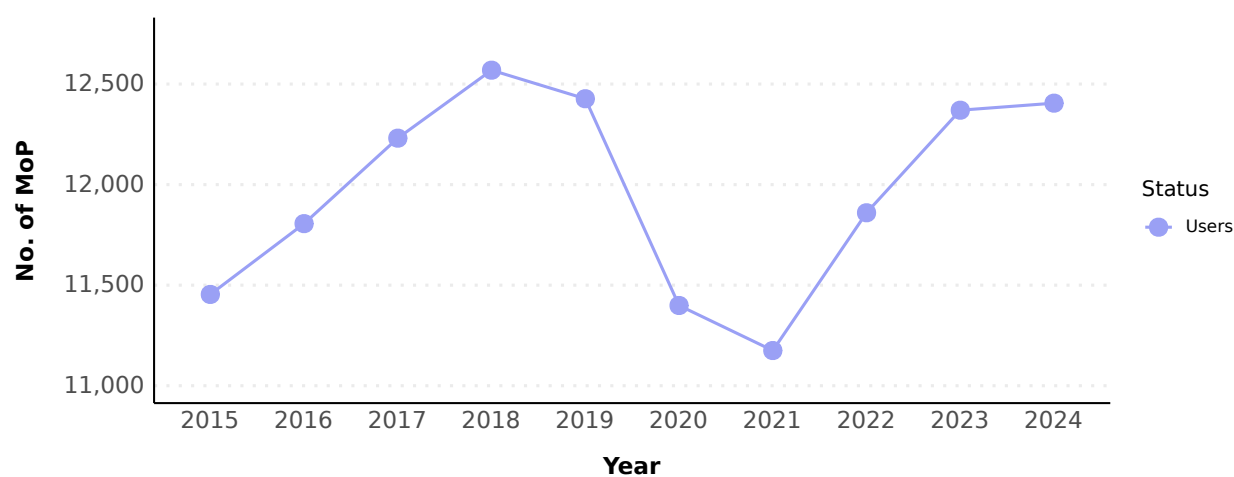
Dept.	MPA for training (MPAt) excluding TRNE												Grand Total
	ADMI			DOCT			TECH			APPR			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS				2		2	1		1				3
BE	3		3	56	1	57	24		24				84
DG													
EN				3		3	2		2				5
EP	2		2	132	4	136	58		58				196
FAP	1		1				3		3				4
HR	4		4										4
HSE	1		1	7		7	4		4				12
IPT	1		1										1
IR	6		6	4		4	3		3				13
IT	2		2	7		7	8		8				17
PF													
RCS	2		2	2		2	1		1	3		3	8
SCE													
SY				35	1	36	24		24				60
TE	2		2	17		17	18		18	20		20	57
TH													
Total	24	0	24	265	6	271	146	0	146	23	0	23	464

Table 1d: Trainees and Summer students by Department/Unit and Status in 2024

Dept.	TRNE			SUMM			Grand Total
	MS	NMS	Total	MS	NMS	Total	
ATS	2	1	3	2		2	5
BE	55	7	62	11	7	18	80
DG	4		4				4
EN	33		33	4	1	5	38
EP	77	5	82	121	121	242	324
FAP	4		4				4
HR	2		2				2
HSE	9		9	1	1	2	11
IPT	3		3				3
IR	15		15	2		2	17
IT	9	2	11	20	7	27	38
PF							
RCS	3		3	1		1	4
SCE	15		15				15
SY	18	5	23	11	3	14	37
TE	28	3	31	2		2	33
TH	1		1	1		1	2
Total	278	23	301	176	140	316	617

Table 2: Evolution in the Number of MPE and MPA over the last 5 Years (2020 – 2024)

Year	MPE						MPA						Grand Total	
	Staff Members		Graduates and Fellows		Total		MPA (excl. Users)		Users		Total			
	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ
2020	2,635	-25	756	-14	3,391	-39	1,687	-118	11,399	-1,028	13,086	-1,146	16,477	-1,185
2021	2,676	41	783	27	3,459	68	1,556	-131	11,175	-224	12,731	-355	16,190	-287
2022	2,658	-18	900	117	3,558	99	1,516	-40	11,860	685	13,376	645	16,934	744
2023	2,666	8	1,002	102	3,668	110	1,514	-2	12,370	510	13,884	508	17,552	618
2024	2,704	38	1,181	179	3,885	217	1,401	-113	12,405	35	13,806	-78	17,691	139

Figure 2a: Evolution in the Number of MPE and MPA (excl. Users) over the last 10 Years (2015 – 2024)**Figure 2b:** Evolution in the Number of Users over the last 10 Years (2015 – 2024)

The scale has been adjusted for better readability.

2 Contractual Situation

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2024

Professional Category		Status Group											
		Staff Members			Graduates and Fellows			MPA (excl. Users)			Users		
		F	M	Total	F	M	Total	F	M	Total	F	M	Total
1 Research Physicists	HC	14	74	88	34	83	117	126	641	767	2,375	8,005	10,380
	%	15.9	84.1	3.3	29.1	70.9	9.9	16.4	83.6	54.7	22.9	77.1	83.7
2 Scientific & Eng. work	HC	164	1,114	1,278	205	546	751	144	332	476	188	1,220	1,408
	%	12.8	87.2	47.3	27.3	72.7	63.6	30.3	69.7	34.0	13.4	86.6	11.4
3 Technical work	HC	61	757	818	43	155	198	14	68	82	61	468	529
	%	7.5	92.5	30.3	21.7	78.3	16.8	17.1	82.9	5.9	11.5	88.5	4.3
4 Manual work	HC	5	44	49				1	19	20		2	2
	%	10.2	89.8	1.8				5.0	95.0	1.4		100.0	
5a Prof. Admin. work	HC	106	82	188	68	20	88	32	8	40	64	18	82
	%	56.4	43.6	7.0	77.3	22.7	7.5	80.0	20.0	2.9	78.0	22.0	0.7
5b/5c Office and Admin. work	HC	235	48	283	19	8	27	10	6	16	3	1	4
	%	83.0	17.0	10.5	70.4	29.6	2.3	62.5	37.5	1.1	75.0	25.0	
Total		585	2,119	2,704	369	812	1,181	327	1,074	1,401	2,691	9,714	12,405
		%	21.6	78.4	100.0	31.2	68.8	100.0	23.3	76.7	100.0	21.7	78.3

Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2024

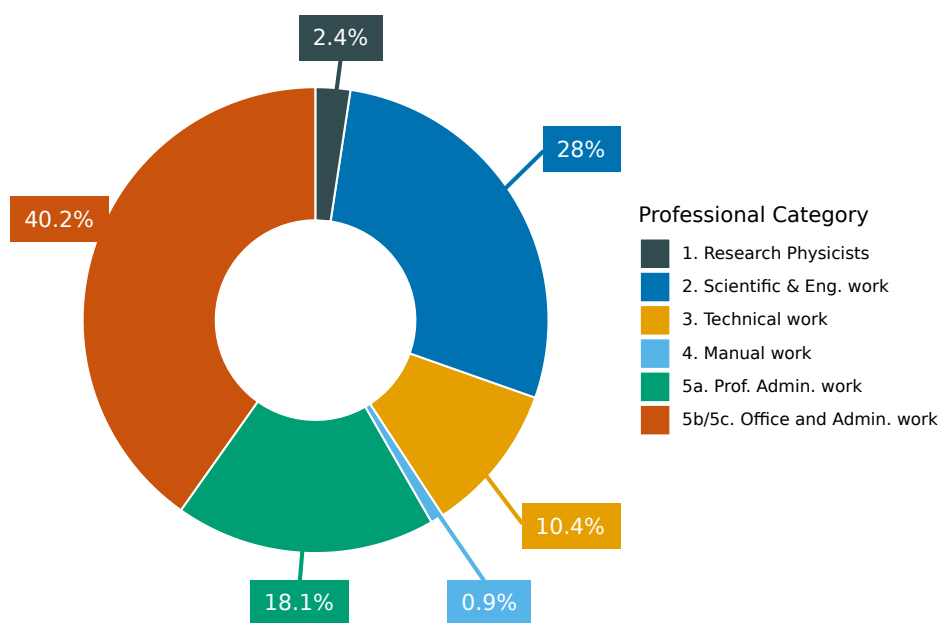
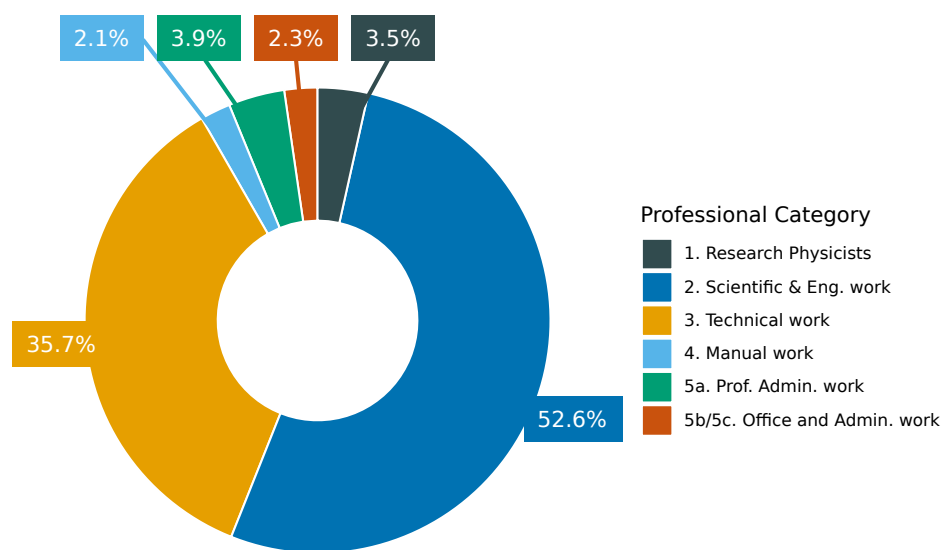
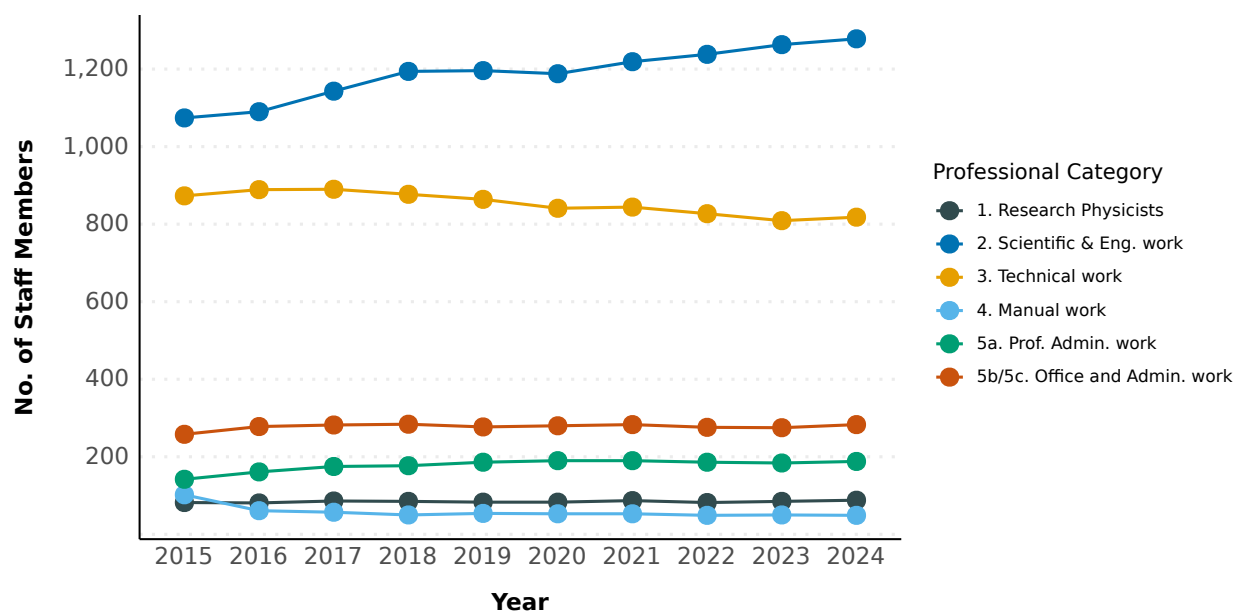


Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2024**Table 4:** Staff Members by Professional Category over the last 10 Years (2015 – 2024)

Professional Category	Year									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
1 Research Physicists	82	81	86	85	83	83	87	82	85	88
2 Scientific & Eng. work	1,074	1,090	1,143	1,194	1,196	1,188	1,219	1,238	1,263	1,278
3 Technical work	873	889	890	877	864	841	844	827	809	818
4 Manual work	102	61	57	50	54	53	53	49	50	49
5a Prof. Admin. work	142	161	175	177	186	190	190	186	184	188
5b/5c Office and Admin. work	258	278	282	284	277	280	283	276	275	283
Total	2,531	2,560	2,633	2,667	2,660	2,635	2,676	2,658	2,666	2,704

Figure 4: Staff Members by Professional Category over the last 10 Years (2015 – 2024)**Table 5:** Staff Members by Professional Category and Benchmark Job Range – 31.12.2024

Benchmark Job Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
1-2-(3)				1		1	2	0.1
2-3-(4)				48			48	1.8
3-4-(5)			452			163	615	22.7
4-5-(6)			366			119	485	17.9
6-7-(8)	65	1,096			161		1,322	48.9
9-(10)	23	182			27		232	8.6
Total	88	1,278	818	49	188	283	2,704	100.0

Table 6: Staff Members by Professional Category and Type of Contract – 31.12.2024

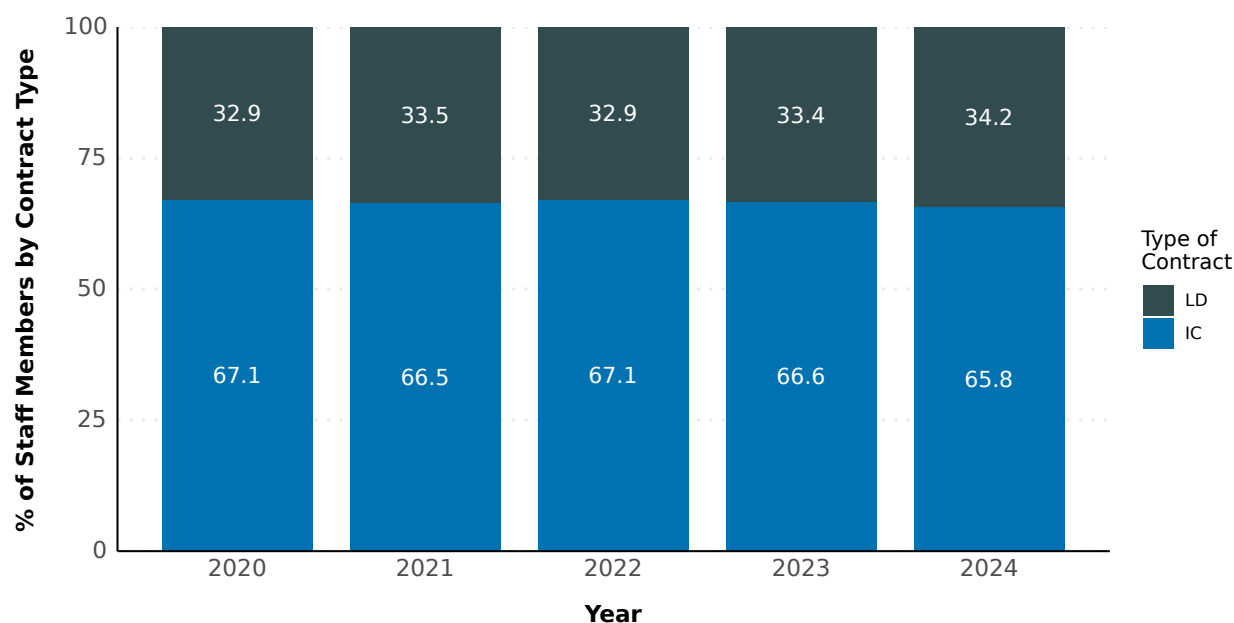
Professional Category		Type of Contract				Grand Total	
		Limited Duration Contract		Indefinite Contract			
		HC	%	HC	%	HC	%
1	Research Physicists	44	50.0	44	50.0	88	3.3
2	Scientific & Eng. work	405	31.7	873	68.3	1,278	47.3
3	Technical work	268	32.8	550	67.2	818	30.3
4	Manual work	33	67.3	16	32.7	49	1.8
5a	Prof. Admin. work	58	30.9	130	69.1	188	7.0
5b/5c	Office and Admin. work	118	41.7	165	58.3	283	10.5
Total		926	34.2	1,778	65.8	2,704	100.0

Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2020 – 2024)

Year	Type of Contract	Professional Category												Total		Grand Total
		1		2		3		4		5a		5b/5c				
		Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work				
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	
2020	LD IC	41	49.4	358	30.1	266	31.6	37	69.8	61	32.1	103	36.8	866	32.9	2,635
		42	50.6	830	69.9	575	68.4	16	30.2	129	67.9	177	63.2	1,769	67.1	
2021	LD IC	45	51.7	371	30.4	275	32.6	36	67.9	60	31.6	110	38.9	897	33.5	2,676
		42	48.3	848	69.6	569	67.4	17	32.1	130	68.4	173	61.1	1,779	66.5	
2022	LD IC	41	50.0	378	30.5	267	32.3	32	65.3	52	28.0	105	38.0	875	32.9	2,658
		41	50.0	860	69.5	560	67.7	17	34.7	134	72.0	171	62.0	1,783	67.1	
2023	LD IC	42	49.4	401	31.7	255	31.5	33	66.0	55	29.9	105	38.2	891	33.4	2,666
		43	50.6	862	68.3	554	68.5	17	34.0	129	70.1	170	61.8	1,775	66.6	
2024	LD IC	44	50.0	405	31.7	268	32.8	33	67.3	58	30.9	118	41.7	926	34.2	2,704
		44	50.0	873	68.3	550	67.2	16	32.7	130	69.1	165	58.3	1,778	65.8	

Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2024 by Professional Category

Professional Category						Total
1	2	3	4	5a	5b/5c	
Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
2	35	16		5	2	60

Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2020 – 2024)**Table 9:** Staff Members with LD Extensions by Professional Category - 31.12.2024

	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
No. of eligible as of 31.12.2023 *	4	35	31	9	12	10	101
No. of extended as of 31.12.2024 **	2	32	25	5	9	8	81

* Staff Members on LD contracts in their 5th year on 31st December 2023.

** Staff Members on LD contracts in their 6th year on 31st December 2024.

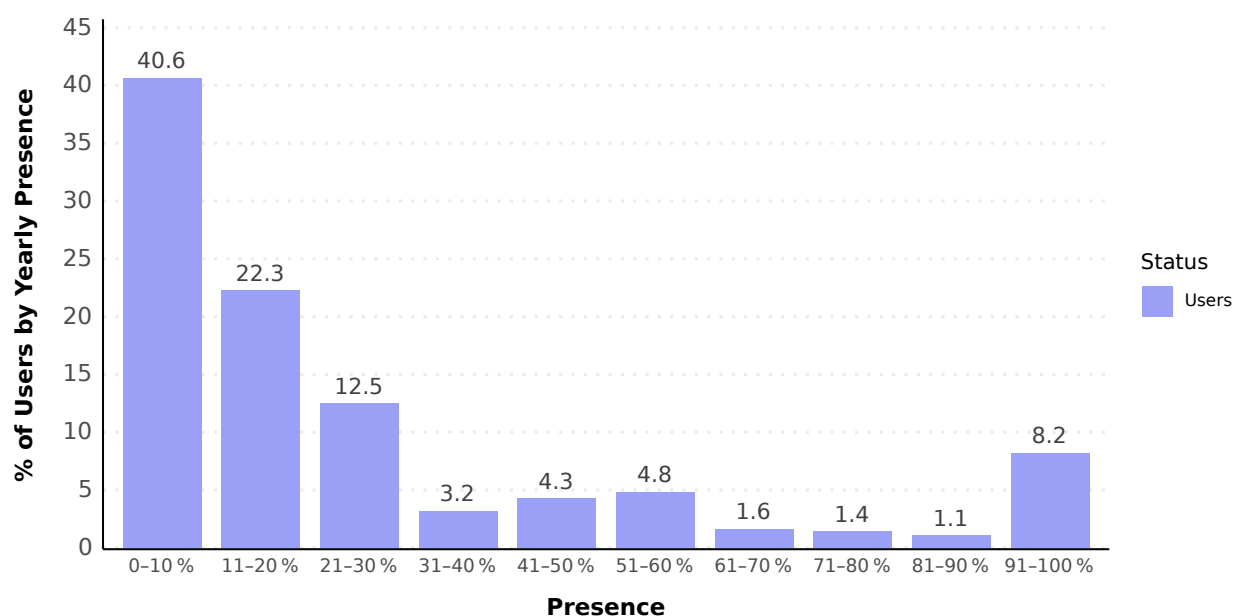
Table 10: Number of Fellows and Graduates by Funding Scheme – 31.12.2024

Category		
	HC	%
CERN	1152	97.54
EU Pay Programmes	12	1.02
NextGen	17	1.44
Total	1181	100.00

Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2024

Presence	Professional Category						Total
	1	2	3	4	5a	5b/5c	
% at CERN	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC
0–10 %	4,161	616	223		41	1	5,042
11–20 %	2,348	294	111	1	8		2,762
21–30 %	1,333	150	63	1	2		1,549
31–40 %	351	31	10		1	1	394
41–50 %	445	58	22		8		533
51–60 %	534	45	15		4		598
61–70 %	159	23	19		2		203
71–80 %	148	13	14				175
81–90 %	115	10	5		2		132
91–100 %	786	168	47		14	2	1,017
Total	10,380	1,408	529	2	82	4	12,405
%	83.7	11.4	4.3	<0.1	0.7	<0.1	100.0

* 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 6: Users by Yearly Presence in % at CERN – 31.12.2024

3 Working Conditions

Table 12: Staff Members by Professional Category and Contractual Working Hours* – 31.12.2024

Working Hours	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
<i>Contractual</i>	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
20		19	6		5	7	37	1.4
24	2	24	6		3	2	37	1.4
28		8	5		1	2	16	0.6
30		1	1				2	0.1
32	2	16	9	1	3	10	41	1.5
34			1				1	<0.1
35						1	1	<0.1
36		10	6		3	9	28	1.0
38						1	1	<0.1
40	84	1,200	784	48	173	251	2,540	93.9
Total	88	1,278	818	49	188	283	2,704	
%	3.3	47.3	30.3	1.8	7.0	10.5		100.0

*Including Staff Members in a pre-retirement programme.

Table 13a: Telework (as % of contractual working hours) taken during 2024 by Staff Members in post on 31.12.2024 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)															
		0%		(0–5]%		(5–10]%		(10–20]%		(20–40]%		(40–60]%					>60%
		F	M	F	M	F	M	F	M	F	M	F	M	Total	% of HC with TW	Average TW (%)	
1	Research Physicists	3	15	4	29	6	13	1	15	2				88	79.5	5.3	
2	Scientific & Eng. work	6	116	58	368	37	190	39	241	23	188	1	9	2	1,278	90.5	10.2
3	Technical work	15	245	26	285	6	83	7	88	7	54		2		818	68.2	5.4
4	Manual work	5	40		4									49	8.2	0	
5a	Prof. Admin. work	2	7	14	18	13	13	49	20	27	23	1	1		188	95.2	15.3
5b/5c	Office & Admin. work	14	8	41	13	28	4	61	10	87	13	4		283	92.2	16.1	
Total		45	431	143	717	90	303	157	374	144	280	6	12	2	2,704	82.4	8.7

Table 13b: Telework (as % of contractual working hours) taken during 2024 by Graduates and Fellows in post on 31.12.2024 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)												Total	% of HC with TW	Average TW (%)
		0%		(0-5]%		(5-10]%		(10-20]%		(20-40]%		(40-60]%				
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	
1	Research Physicists	7	21	13	23	12	17	2	16	6				117	76.1	6.2
2	Scientific & Eng. work	28	68	51	161	38	121	52	116	34	76	2	4	751	87.2	10
3	Technical work	8	48	4	36	8	21	14	20	9	28		2	198	71.7	9.7
4	Manual work															
5a	Prof. Admin. work	3	2	4	1	9	7	26	7	25	3	1		88	94.3	16.2
5b/5c	Office & Admin. work				1	5		8	3	6	4			27	100.0	18.1
Total		46	139	72	222	72	166	102	162	74	117	3	6	1,181	84.3	12.1

Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2024

Gender		Saved Leave						Grand Total
	Slices taken (days)	0 (0)	1 (5.5)	2 (11)	3 (16.5)	4 (22)	5-8 (27.5-44)	
Female	HC	232	118	55	19	155	6	585
	%	39.7	20.2	9.4	3.2	26.5	1.0	100.0
Male	HC	1,042	569	198	49	244	17	2,119
	%	49.2	26.9	9.3	2.3	11.5	0.8	100.0
Total		1,274	687	253	68	399	23	2,704
		%	47.1	25.4	9.4	2.5	14.8	0.9

4 Age and Seniority

Table 15: Staff Members by Age Range over the period 2014 – 2024

Age Range	Year		
	2014	2019	2024
≤25	18	12	12
26–30	144	127	115
31–35	361	347	328
36–40	423	432	391
41–45	445	414	401
46–50	454	439	390
51–55	318	441	429
56–60	242	297	423
61–65	118	150	214
>65	1	1	1
Total	2,524	2,660	2,704

Figure 7: Staff Members by Age Range over the period 2014 – 2024

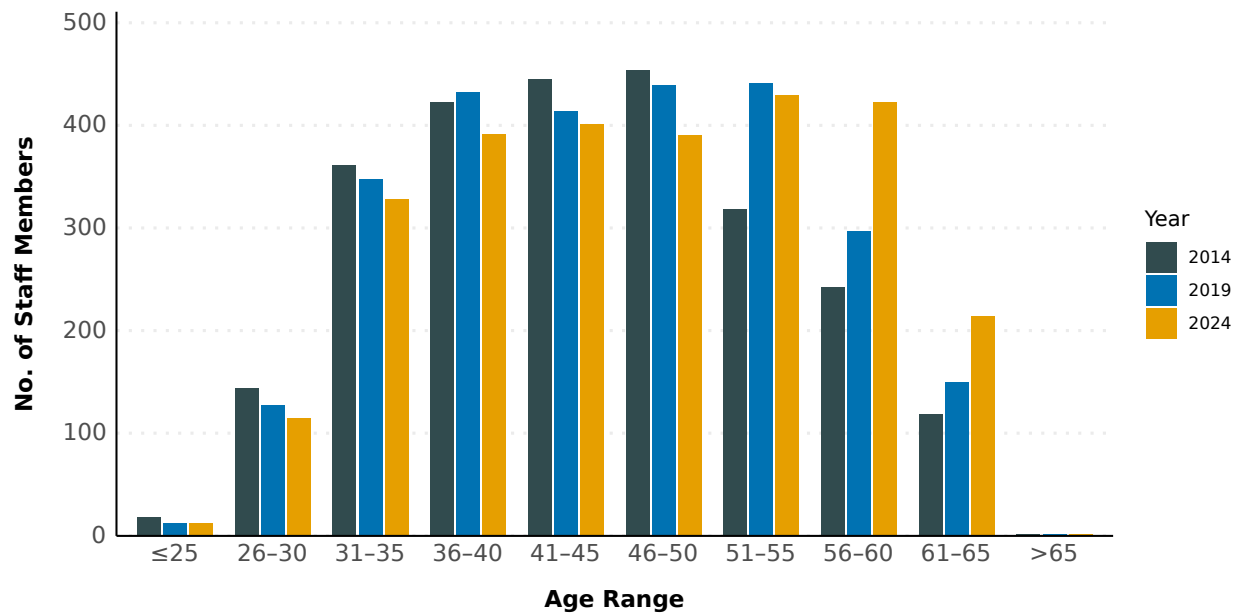


Table 16: Staff Members by Age Range and Professional Category – 31.12.2024

Age Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
≤25		1	10			1	12	0.4
26–30	1	43	49	1	3	18	115	4.3
31–35	18	162	91	5	15	37	328	12.1
36–40	21	193	104	14	21	38	391	14.5
41–45	9	184	135	10	24	39	401	14.8
46–50	11	183	118	8	27	43	390	14.4
51–55	7	179	137	7	45	54	429	15.9
56–60	7	226	123	4	32	31	423	15.6
61–65	14	106	51		21	22	214	7.9
>65		1					1	
Total	88	1,278	818	49	188	283	2,704	100.0
Average Age	45.5	47.0	46.0	43.6	49.2	45.9	46.6	

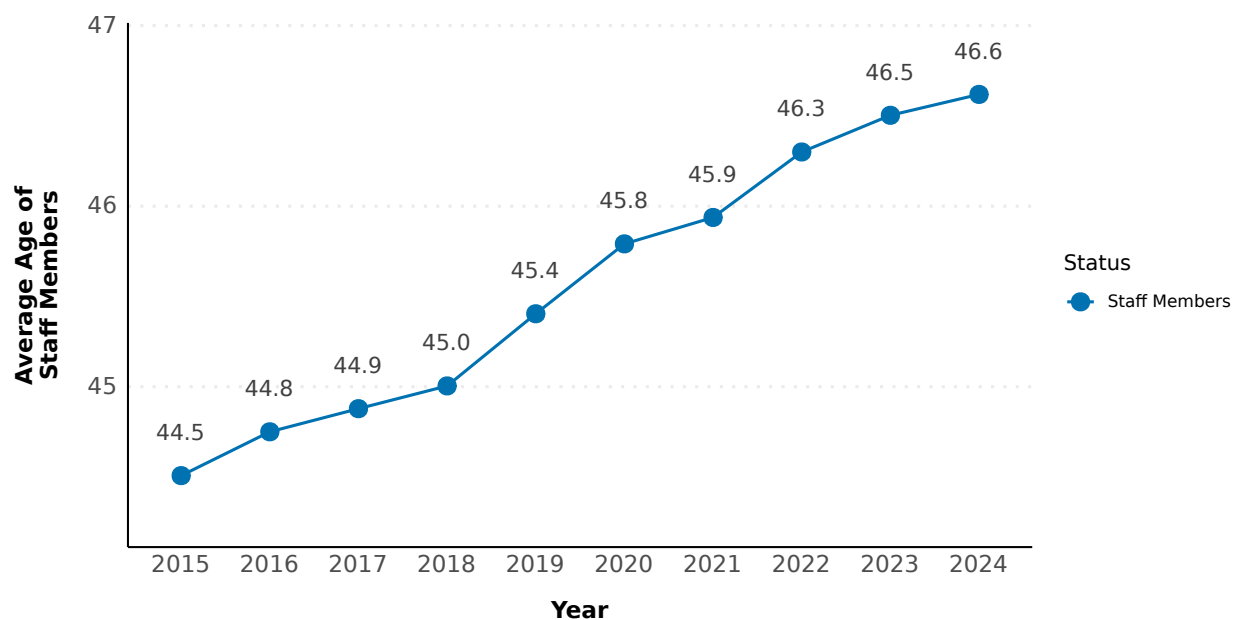
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2015 – 2024)

Table 17: Staff Members by Professional Category and Years of Service – 31.12.2024

Completed Years of Service in 2024	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0–4	45	287	188	25	41	88	674	24.9
5–9	12	225	132	9	33	42	453	16.8
10–14	7	179	117	3	23	23	352	13.0
15–19	6	129	124	5	20	34	318	11.8
20–24	4	158	134	4	22	64	386	14.3
25–29	9	184	65	2	25	15	300	11.1
30–34	5	89	41	1	18	8	162	6.0
≥35		27	17		6	9	59	2.2
Total	88	1,278	818	49	188	283	2,704	100.0
Average Years of Service	9.7	14.6	13.9	7.7	15.1	12.8	14.0	

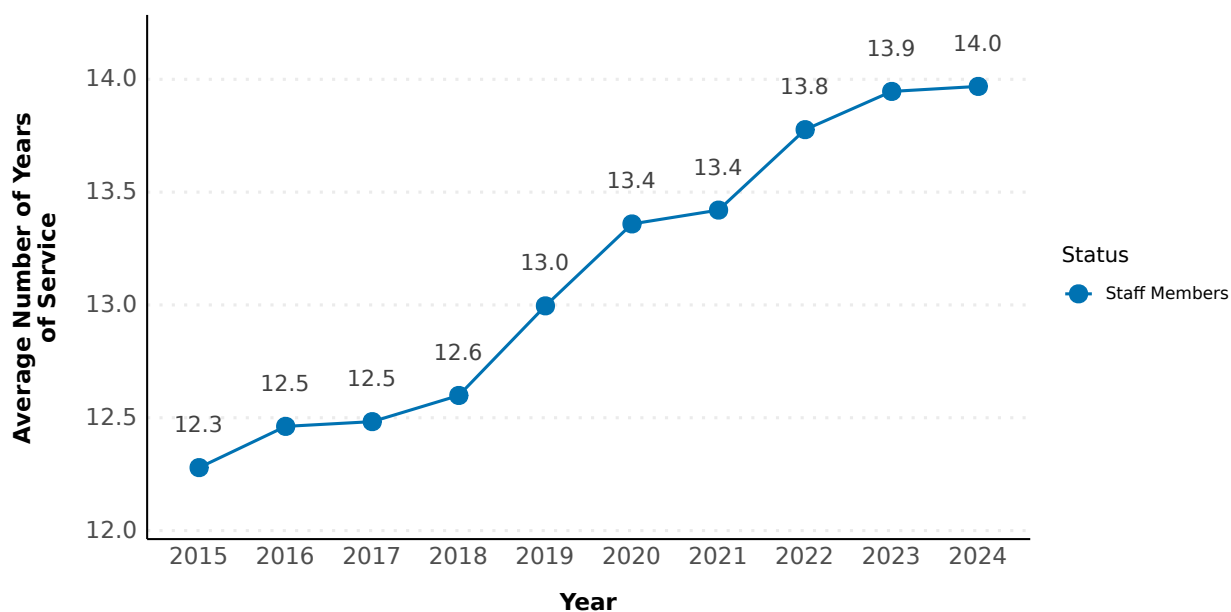
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2015 – 2024)

Table 18a: Staff Members by Years of Service, Type of Contract and Work Time – 31.12.2024

Years of Service	Type of Contract						Grand Total	
	Limited Duration Contract			Indefinite Contract				
	Full Time	Part Time	Total	Full Time	Part Time	Total	HC	%
0–4	662	7	669	5		5	674	24.9
5–9	254	3	257	193	3	196	453	16.8
10–14				345	7	352	352	13.0
15–19				295	23	318	318	11.8
20–24				357	29	386	386	14.3
25–29				259	41	300	300	11.1
30–34				132	30	162	162	6.0
≥35				38	21	59	59	2.2
Total	916	10	926	1,624	154	1,778	2,704	100.0

Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2024

Years of Service	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0	11	64	50	5	17	29	176	19.0
1	6	67	32	7	8	16	136	14.7
2	8	56	36	7	5	9	121	13.1
3	9	59	44	4	6	19	141	15.2
4	6	41	26	2	5	15	95	10.3
5	2	32	25	5	9	8	81	8.7
6	1	53	36	1	4	6	101	10.9
7		33	19	2	3	16	73	7.9
8	1				1		2	0.2
Total	44	405	268	33	58	118	926	100.0

Table 19: Graduates, Fellows and MPAs by Age Range – 31.12.2024

Age Range	MPE		MPA						Grand Total	
	Graduates and Fellows		MPA int. coll. excl. Users		MPA exch. scient.		MPA training		Users	
	HC	%	HC	%	HC	%	HC	%	HC	%
≤25	241	20.4	28	8.9	4	0.7	256	49.6	1,205	9.7
26–30	572	48.4	64	20.4	26	4.5	219	42.4	2,389	19.3
31–35	299	25.3	52	16.6	45	7.9	38	7.4	1,494	12.0
36–40	58	4.9	34	10.9	65	11.4	3	0.6	1,266	10.2
41–45	9	0.8	33	10.5	84	14.7			1,153	9.3
46–50	2	0.2	33	10.5	71	12.4			1,046	8.4
51–55			23	7.3	63	11.0			1,018	8.2
56–60			17	5.4	75	13.1			964	7.8
61–65			19	6.1	47	8.2			833	6.7
>65			10	3.2	92	16.1			1,037	8.4
Total	1,181	100.0	313	100.0	572	100.0	516	100.0	12,405	100.0

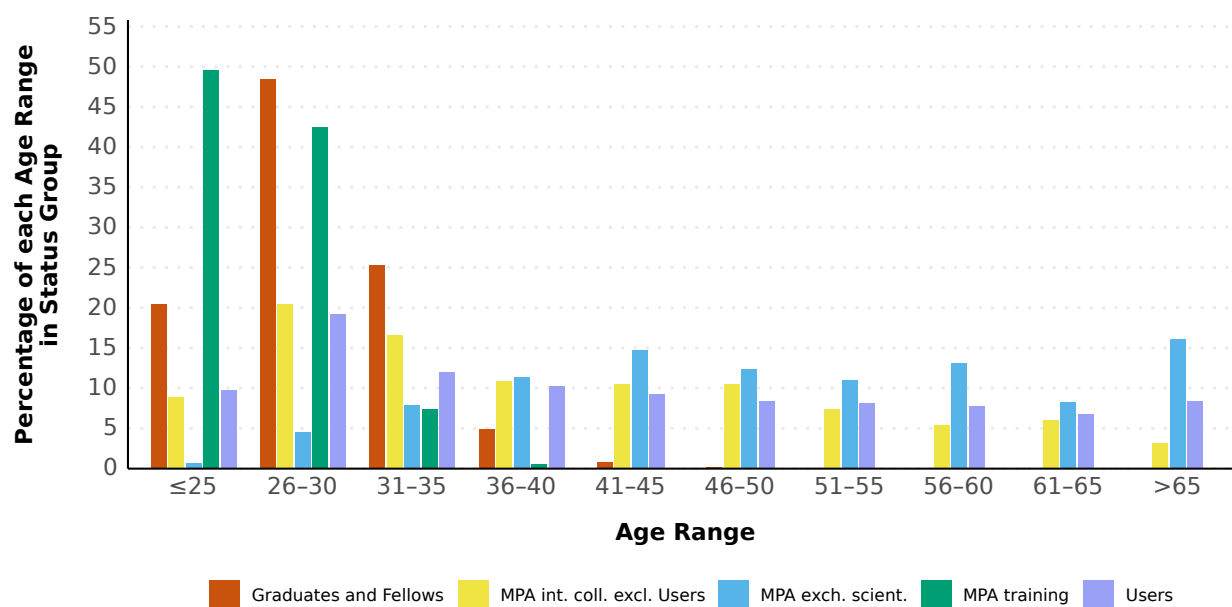
Figure 10: Graduates, Fellows and MPAs by Age Range – 31.12.2024

Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2024

Status	Type of Contract	Professional Category						Average Age
		1	2	3	4	5a	5b/5c	
		Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Staff Members	LD	38.5	36.9	36.8	39.8	41.1	38.0	37.5
	IC	52.4	51.6	50.5	51.4	52.9	51.6	51.4
Graduates and Fellows		32.7	29.2	25.5		29.4	26.8	28.9
MPA int. coll.		42.3	43.1	46.7	59.0	46.9	32.2	42.6
MPA exch. scient.		51.2	52.8			49.7		51.2
MPA training		26.0	26.3	23.7	18.3	27.4	22.5	25.6

Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2020 – 2024)

Age Range	Year				
	2020	2021	2022	2023	2024
≤25	713	650	985	1,103	1,205
26–30	2,056	1,966	2,101	2,316	2,389
31–35	1,477	1,413	1,435	1,491	1,494
36–40	1,194	1,192	1,236	1,257	1,266
41–45	1,056	1,049	1,081	1,130	1,153
46–50	1,055	1,010	1,026	1,062	1,046
51–55	1,023	1,046	1,047	1,037	1,018
56–60	1,005	986	1,019	1,014	964
61–65	755	762	798	836	833
>65	1,065	1,101	1,132	1,124	1,037
Total	11,399	11,175	11,860	12,370	12,405

5 Gender

Table 22a: Number of MPEs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2024

Dept.	Status						Grand Total		
	Staff Members			Graduates and Fellows			Total MPE		
	F	M	% F	F	M	% F	F	M	% F
ATS	10	24	29.4	8	9	47.1	18	33	35.3
BE	42	272	13.4	33	108	23.4	75	380	16.5
DG	27	14	65.9	2	2	50.0	29	16	64.4
EN	41	297	12.1	39	60	39.4	80	357	18.3
EP	94	439	17.6	81	218	27.1	175	657	21.0
FAP	37	42	46.8	13	19	40.6	50	61	45.0
HR	63	12	84.0	5	3	62.5	68	15	81.9
HSE	41	124	24.8	13	31	29.5	54	155	25.8
IPT	24	27	47.1	18	6	75.0	42	33	56.0
IR	32	24	57.1	25	6	80.6	57	30	65.5
IT	32	182	15.0	27	70	27.8	59	252	19.0
PF	14	7	66.7	3	2	60.0	17	9	65.4
RCS	7	13	35.0	3	5	37.5	10	18	35.7
SCE	31	72	30.1	16	19	45.7	47	91	34.1
SY	46	276	14.3	46	110	29.5	92	386	19.2
TE	37	276	11.8	28	104	21.2	65	380	14.6
TH	7	18	28.0	9	40	18.4	16	58	21.6
Total	585	2,119	21.6	369	812	31.2	954	2,931	24.6

Table 22b: Number of MPAs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2024

Dept.	Status									Grand Total		
	MPA int. coll.			MPA exch. scient.			MPA training			Total MPA		
	F	M	% F	F	M	% F	F	M	% F	F	M	% F
ATS	5	11	31.2	6			3			5	20	20.0
BE	8	31	20.5	5	33	13.2	40	54	42.6	53	118	31.0
DG				7						7		
EN		3					2	9	18.2	2	12	14.3
EP	2,693	9,797	21.6	7	37	15.9	75	144	34.2	2,775	9,978	21.8
FAP	1	7	12.5				1	3	25.0	2	10	16.7
HR							2	2	50.0	2	2	50.0
HSE	6	2	75.0	1	2	33.3	4	9	30.8	11	13	45.8
IPT	3			1			1			4	1	80.0
IR	4	2	66.7	1			9	5	64.3	14	7	66.7
IT	20	28	41.7				8	10	44.4	28	38	42.4
PF												
RCS				1	2	33.3	7	1	87.5	8	3	72.7
SCE		1						1			2	
SY	6	28	17.6	4	19	17.4	18	46	28.1	28	93	23.1
TE	5	37	11.9		2		14	48	22.6	19	87	17.9
TH	3	17	15.0	64	380	14.4				67	397	14.4
Total	2,754	9,964	21.7	84	488	14.7	180	336	34.9	3,018	10,788	21.9

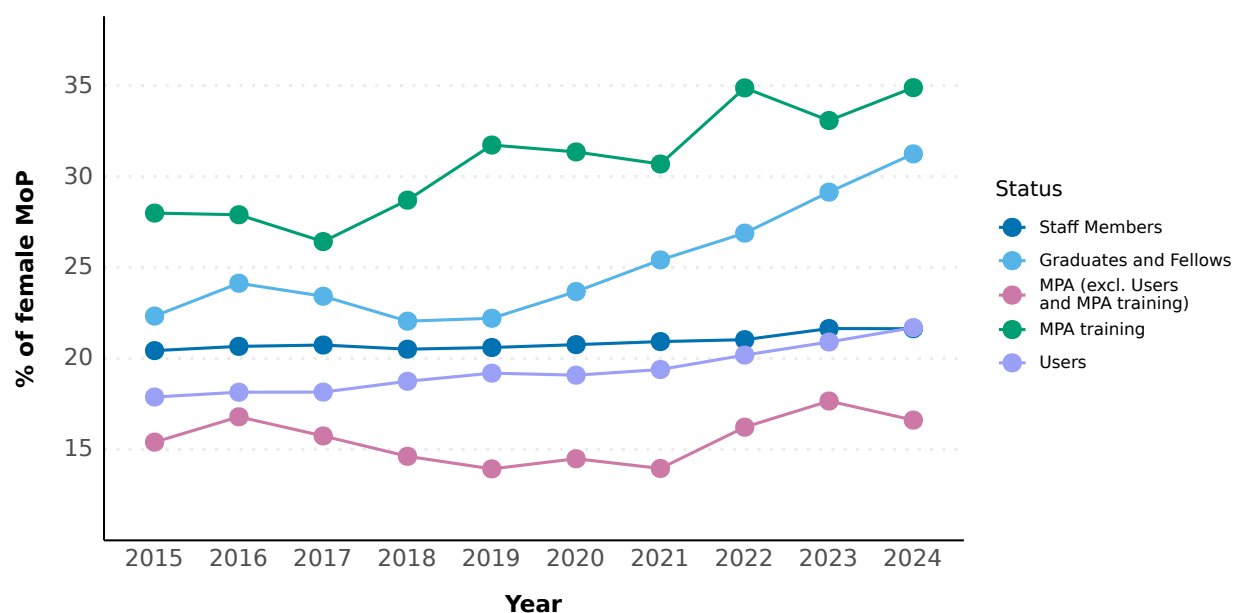
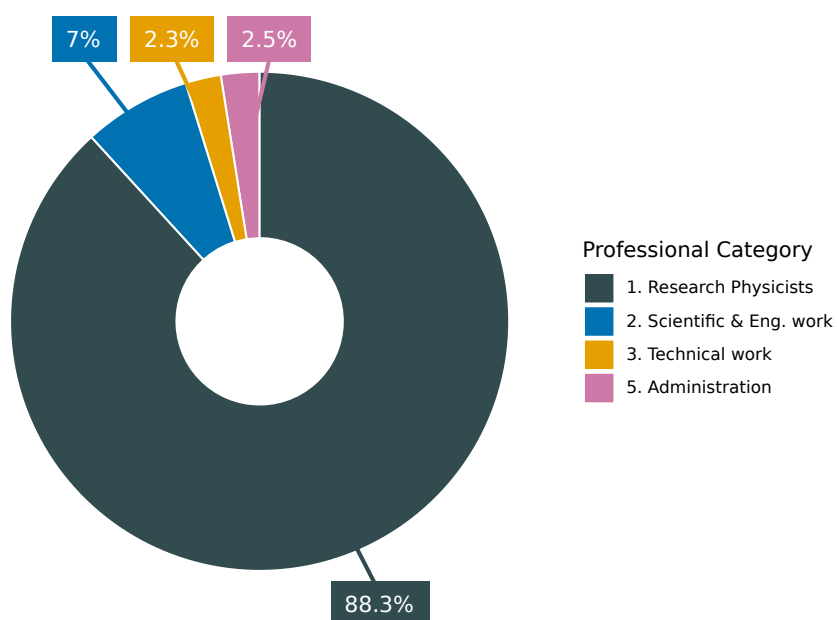
Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2015 – 2024)

Table 23: Staff Members by Gender and Type of Contract – 31.12.2024

Gender	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	% Gender
Female	219	37.4	366	62.6	585	21.6
Male	707	33.4	1,412	66.6	2,119	78.4
Total	926	34.2	1,778	65.8	2,704	100.0

Figure 12: Female Users by Professional Category – 31.12.2024



6 Nationality

Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2024

Nationality	International Benefits Status				Grand Total	
	International		Non-international			
	HC	%	HC	%	HC	%
AT	58	3.1			58	2.1
BE	93	5.0	3	0.4	96	3.6
BG	14	0.7			14	0.5
CH	71	3.8	133	16.0	204	7.5
CY	3	0.2			3	0.1
CZ	13	0.7	1	0.1	14	0.5
DE	164	8.8	3	0.4	167	6.2
DK	15	0.8	1	0.1	16	0.6
EE	1	0.1			1	
ES	179	9.6	12	1.4	191	7.1
FI	25	1.3	2	0.2	27	1.0
FR	321	17.2	632	75.9	953	35.2
GB	181	9.7	11	1.3	192	7.1
GR	68	3.6			68	2.5
HR	2	0.1			2	0.1
HU	12	0.6	1	0.1	13	0.5
IL	2	0.1			2	0.1
IN	12	0.6			12	0.4
IT	309	16.5	20	2.4	329	12.2
LT	3	0.2			3	0.1
LV	1	0.1	2	0.2	3	0.1
NL	56	3.0	3	0.4	59	2.2
NO	17	0.9			17	0.6
PK	5	0.3			5	0.2
PL	96	5.1	1	0.1	97	3.6
PT	60	3.2	5	0.6	65	2.4
RO	23	1.2	1	0.1	24	0.9
RS	6	0.3			6	0.2
SE	24	1.3	1	0.1	25	0.9
SI	1	0.1			1	
SK	16	0.9	1	0.1	17	0.6
TR	5	0.3			5	0.2
UA	4	0.2			4	0.1
NMS	11	0.6			11	0.4
Total	1,871	100.0	833	100.0	2,704	100.0

Table 25: Staff Members by Nationality, Professional Category and Female representation – 31.12.2024

Nationality	Professional Category										Grand Total	
	1		2		3		4		5a		5b/5c	
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total
AT		2	7	47	1	3			2	5	1	1
BE	1	3	3	45	2	23	2	2	6	13	9	10
BG			2	11		1			1	2		
CH		2	11	88	4	53	2	2	9	17	35	42
CY		1		2								
CZ			1	10		3					1	1
DE	1	16	6	117	2	14	4	4	5	9	5	7
DK		2		9		3			1	1	1	1
EE											1	1
ES	1	5	26	122	8	42	1	6	5	7	8	9
FI		1	1	11		4	1	4	1	2	5	5
FR	3	7	35	230	24	491		17	40	63	113	145
GB	1	10	7	81	6	50	2	4	18	28	18	19
GR		1	7	47	2	12		1	1	3	4	4
HR				1		1						
HU			2	10		1					1	2
IL		1					1	1				
IN		1	2	7		3			1	1		
IT	4	18	36	235	2	44		3	4	14	15	15
LT				2							1	1
LV			1	1					1	1	1	1
NL		3		34	3	15			2	6	1	1
NO		1		5	1	6	1	1		2	2	2
PK			1	2		2				1		
PL	2	2	12	73	1	15			3	4	2	3
PT		2	3	42		14			4	5	1	2
RO				14	2	4		1		1	4	4
RS				3		2					1	1
SE		1		12	1	4	1	3	2	3	2	2
SI						1						
SK		1		12							3	4
TR					1	5						
UA			1	3	1	1						
NMS	1	8		2		1						
Total	14	88	164	1,278	61	818	5	49	106	188	235	283
											585	2,704

Table 26: Staff Members by Nationality, Grade and Female representation – 31.12.2024

Nationality	Grade										Grand Total											
	01		02		03		04		05				06		07		08		09		10	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total
AT					1	1	2	3	4	12		11	3	15	2	14		2	11	58		
BE			2	2	2	2	3	6	3	13	6	28	5	16	2	19		10	21	96		
BG										1	5	2	4	1	4				3	14		
CH			1	11	22	12	32	15	32	7	36	6	34	7	32	1	12	3	59	204		
CY											2						1			3		
CZ				1	2		2			1	8		2						2	14		
DE			2	2	3	3	11	2	5	5	39	4	43	2	29	1	30	5	19	167		
DK						1	1		1		5		6		1		1	1	2	16		
EE				1	1												1	1	1	1		
ES			1	3	5	19	7	19	3	14	13	61	11	37	6	26	2	9	1	3	49	191
FI			1	4	1	1	1	3	2	4	3	10			3		2		8	27		
FR				7	22	108	63	258	39	231	37	159	24	87	19	68	10	32	1	3	215	953
GB			2	2	9	26	3	14	10	25	14	50	5	21	6	28	2	19	1	7	52	192
GR				1	3	4	2	7	1	5	5	31	2	10		4		4	1	2	14	68
HR						1					1										2	
HU						1	2		1		3	1	6			1	1		3	13		
IL			1								1									2		
IN									1	2	7			1		1	1		3	12		
IT					2																	
LT				4	11	8	26	3	17	17	93	10	69	12	58	6	44	1	11	61	329	
LV				1	1						2								1	3		
NL				1	1					2	2								3	3		
NL				2	2		1	2	10	1	16		11	1	14		5		6	59		
NO			1		2	1	3	1	2	1	4		1		3			1	3	17		
PK						2				1	2		1						1	5		
PL				1	5	8	2	5	11	43	4	22	1	13	1	1			20	97		
PT					3	6	1	6	5	29	1	12		8	1	1			8	65		
RO			1			4	6	2	2	10		4		1					6	24		
RS				1	2			1		2		1							1	6		
SE			1	1	2	2	4	1	1		4	1	3	1	6		4		6	25		
SI								1												1		
SK				1	2	2	2			2		5		6					3	17		
TR						1	4		1										1	5		
UA				1	1					1	2		1						2	4		
NMS						1				1	5		4			1			1	11		
Total	0	0	5	26	69	222	114	420	89	382	137	674	76	411	61	339	28	191	6	39	585	2,704

Table 27: Staff Members by Nationality, Benchmark Job Range and Female representation – 31.12.2024

Nationality	Benchmark Job Range										Grand Total			
	1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)				9-(10)	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total		
AT					1		2	3	7	38	2	16	11	58
BE			2		4	6	7	27	10	50		11	21	96
BG								1	3	13			3	14
CH			2		22	51	17	44	19	92	1	15	59	204
CY										2		1		3
CZ					1	3		1	1	10			2	14
DE			4		2	6	5	15	11	107	1	35	19	167
DK					1	1		3		10	1	2	2	16
EE					1	1							1	1
ES			1	6	7	27	9	24	29	122	3	12	49	191
FI			1	4	2	3	3	6	2	12		2	8	27
FR		2		16	81	395	56	240	67	265	11	35	215	953
GB			2	4	17	42	7	27	23	93	3	26	52	192
GR				1	3	6	3	10	7	45	1	6	14	68
HR								1		1				2
HU					1	1		2	1	9	1	1	3	13
IL			1							1				2
IN						2		1	2	8	1	1	3	12
IT				3	8	27	9	32	37	211	7	56	61	329
LT					1	1				2			1	3
LV					1	1			2	2			3	3
NL					3	7	1	9	2	38		5	6	59
NO			1			3	3	5		7		1	3	17
PK						1		1	1	3			1	5
PL					1	9	2	9	16	78	1	1	20	97
PT						9	1	7	6	48	1	1	8	65
RO				1	2	3	4	5		15			6	24
RS					1	2		1		3			1	6
SE			1	3	1	3	2	3	2	12		4	6	25
SI								1						1
SK					1	2	2	2		13			3	17
TR							1	5					1	5
UA					1	1			1	3			2	4
NMS						1			1	9		1	1	11
Total	0	2	5	48	162	615	134	485	250	1,322	34	232	585	2,704

Table 28: Staff Members by Nationality and Age Range – 31.12.2024

Nationality	Age Range										Total
	≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
AT		1	6	5	10	9	14	8	5		58
BE		1	5	8	10	13	21	26	12		96
BG			1	3	4	2	2	1	1		14
CH	2	6	18	20	26	28	43	39	22		204
CY				1	1				1		3
CZ		3	3	6	1			1			14
DE		7	10	19	24	20	22	43	22		167
DK		1		1	4	2	3	4	1		16
EE				1							1
ES		14	31	40	31	22	26	13	14		191
FI		2	5	4	3	2	4	5	2		27
FR	2	22	87	130	157	162	168	150	75		953
GB	2	12	29	25	23	24	35	29	13		192
GR	1	4	21	14	12	7	3	3	3		68
HR			2								2
HU			2	4	1	3	3				13
IL				1	1						2
IN	2		6	1	1	1			1		12
IT		13	34	46	50	52	47	63	23	1	329
LT			2	1							3
LV			1	2							3
NL		1	7	4	1	4	11	24	7		59
NO		2	1	4	3	1	1	3	2		17
PK			1	1	1	1	1				5
PL		7	30	20	14	14	9	2	1		97
PT	1	9	14	9	10	14	3	2	3		65
RO		4	3	7	6	2	2				24
RS				3	2				1		6
SE		1	2	2	2	2	9	4	3		25
SI						1					1
SK		2	4	1	1	3	2	2	2		17
TR	1	3				1					5
UA	1		1	1	1						4
NMS			2	7	1			1			11
Total	12	115	328	391	401	390	429	423	214	1	2704

Table 29a: Members of the Personnel other than Staff by Nationality and Status – 31.12.2024

Nationality	Graduates and Fellows		MPA (excl. Users and MPA training)		MPA training		Users		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	13	1.1	9	1.0	22	4.3	94	0.8	138	0.9
BE	20	1.7	10	1.1	6	1.2	101	0.8	137	0.9
BG	2	0.2	8	0.9	3	0.6	83	0.7	96	0.6
BR	2	0.2	3	0.3	2	0.4	157	1.3	164	1.1
CH	41	3.5	32	3.6	30	5.8	192	1.5	295	2.0
CY			2	0.2	1	0.2	17	0.1	20	0.1
CZ	18	1.5	10	1.1	12	2.3	205	1.7	245	1.6
DE	99	8.4	89	10.1	70	13.6	1,132	9.1	1,390	9.3
DK	6	0.5	8	0.9	8	1.6	52	0.4	74	0.5
EE	4	0.3	1	0.1	1	0.2	19	0.2	25	0.2
ES	127	10.8	63	7.1	27	5.2	497	4.0	714	4.8
FI	11	0.9	5	0.6	1	0.2	80	0.6	97	0.6
FR	150	12.7	62	7.0	23	4.5	782	6.3	1,017	6.8
GB	82	6.9	50	5.6	15	2.9	728	5.9	875	5.8
GR	73	6.2	30	3.4	29	5.6	222	1.8	354	2.4
HR	6	0.5	2	0.2	2	0.4	52	0.4	62	0.4
HU	8	0.7	4	0.5	6	1.2	82	0.7	100	0.7
IL	2	0.2	8	0.9			55	0.4	65	0.4
IN	45	3.8	23	2.6	14	2.7	469	3.8	551	3.7
IT	176	14.9	194	21.9	111	21.5	2,010	16.2	2,491	16.6
LT	3	0.3	1	0.1	1	0.2	27	0.2	32	0.2
LV	3	0.3	3	0.3	3	0.6	19	0.2	28	0.2
NL	18	1.5	9	1.0	16	3.1	149	1.2	192	1.3
NO	18	1.5	4	0.5	11	2.1	66	0.5	99	0.7
PK	12	1.0	7	0.8			75	0.6	94	0.6
PL	68	5.8	40	4.5	35	6.8	370	3.0	513	3.4
PT	54	4.6	16	1.8	10	1.9	123	1.0	203	1.4
RO	15	1.3	3	0.3	8	1.6	134	1.1	160	1.1
RS	15	1.3	4	0.5	6	1.2	52	0.4	77	0.5
SE	12	1.0	7	0.8	7	1.4	79	0.6	105	0.7
SI	2	0.2	3	0.3	1	0.2	40	0.3	46	0.3
SK	12	1.0	3	0.3	4	0.8	121	1.0	140	0.9
TR	21	1.8	4	0.5	11	2.1	190	1.5	226	1.5
UA	8	0.7	6	0.7	10	1.9	89	0.7	113	0.8
NMS	35	3.0	162	18.3	10	1.9	3,842	31.0	4,049	27.0
Total	1,181	100.0	885	100.0	516	100.0	12,405	100.0	14,987	100.0
%	7.9		5.9		3.4		82.8		100.0	

Table 29b: Graduates and Fellows by Nationality and Status – 31.12.2024

Nationality	FELL		GRAE		GRAF		GRAP		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	2	0.6	3	0.7	2	1.6	6	2.0	13	1.1
BE	4	1.2	5	1.1	3	2.5	8	2.7	20	1.7
BG	1	0.3			1	0.8			2	0.2
BR			1	0.2			1	0.3	2	0.2
CH	10	3.0	18	4.1	4	3.3	9	3.1	41	3.5
CY										
CZ	7	2.1	5	1.1	2	1.6	4	1.4	18	1.5
DE	27	8.2	28	6.4	23	18.9	21	7.2	99	8.4
DK	2	0.6	3	0.7			1	0.3	6	0.5
EE	1	0.3	3	0.7					4	0.3
ES	46	13.9	53	12.2	2	1.6	26	8.9	127	10.8
FI	1	0.3	3	0.7	2	1.6	5	1.7	11	0.9
FR	36	10.9	61	14.0	4	3.3	49	16.7	150	12.7
GB	14	4.2	42	9.6	1	0.8	25	8.5	82	6.9
GR	27	8.2	30	6.9	2	1.6	14	4.8	73	6.2
HR			2	0.5			4	1.4	6	0.5
HU	3	0.9	2	0.5			3	1.0	8	0.7
IL					1	0.8	1	0.3	2	0.2
IN	12	3.6	22	5.0	4	3.3	7	2.4	45	3.8
IT	49	14.8	42	9.6	33	27.0	52	17.7	176	14.9
LT			1	0.2	1	0.8	1	0.3	3	0.3
LV			1	0.2			2	0.7	3	0.3
NL	1	0.3	10	2.3	5	4.1	2	0.7	18	1.5
NO	2	0.6	14	3.2	1	0.8	1	0.3	18	1.5
PK	3	0.9	5	1.1	2	1.6	2	0.7	12	1.0
PL	30	9.1	19	4.4	1	0.8	18	6.1	68	5.8
PT	14	4.2	28	6.4	3	2.5	9	3.1	54	4.6
RO	3	0.9	8	1.8			4	1.4	15	1.3
RS	3	0.9	6	1.4	1	0.8	5	1.7	15	1.3
SE	5	1.5	3	0.7	1	0.8	3	1.0	12	1.0
SI			1	0.2			1	0.3	2	0.2
SK	8	2.4	2	0.5			2	0.7	12	1.0
TR	6	1.8	12	2.8			3	1.0	21	1.8
UA	3	0.9	3	0.7	2	1.6			8	0.7
NMS	10	3.0			21	17.2	4	1.4	35	3.0
Total	330	100.0	436	100.0	122	100.0	293	100.0	1,181	100.0
%	27.9		36.9		10.3		24.8		100.0	

Table 30a: Users by Nationality and Experiment/Programme – 31.12.2024

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	16	36	1	1	1	15	5	8	6		5	94
BE	12	56		3	1	2	1	18	4	1	3	101
BG	4	33	10	6	5		1	16	1	3	4	83
BR	43	49	12	31	1	1	4	3	1	8	4	157
CH	53	49	5	24	14	4	3	2	11	11	16	192
CY		10	1	2		2		1	1			17
CZ	119	2	18	2	25	3		2	2	9	23	205
DE	340	204	107	83	94	44	23	84	70	21	62	1,132
DK	9	2	25	3	2		2	7			2	52
EE	1	11				4					3	19
ES	116	95	10	84	6	34	3	48	26	34	41	497
FI	4	37	6	1	1	8	1	11	2	1	8	80
FR	236	132	79	64	17	9	20	40	56	53	76	782
GB	285	93	15	117	18	10	14	72	20	56	28	728
GR	85	70	11	5	2	14		5	8	4	18	222
HR	7	23	9		1	2	1	1	1	3	4	52
HU	7	42	15	1	5		1	4	1		6	82
IL	42	2		1	1		1			2	6	55
IN	84	193	102	20	13	10	5	8	5	17	12	469
IT	439	533	184	207	121	42	28	44	168	134	110	2,010
LT	4	16		4							3	27
LV	1	15					1	2				19
NL	51	9	20	40	1	3	3	6	6	3	7	149
NO	26	2	32	1				5				66
PK	19	37	10	1	4				1	2	1	75
PL	65	32	70	39	66	3	20	42	7	7	19	370
PT	38	14	1	4	12	8	2	15	14	10	5	123
RO	46	6	28	11	9	6		18	1	6	3	134
RS	13	22		1	6			1	1	3	5	52
SE	31	6	10	4	1		1	15	1	2	8	79
SI	24	4		6	1				4		1	40
SK	41	1	39	2	13		1	12	5	6	1	121
TR	42	98	5	3	7	1		5	5	4	20	190
UA	17	25	12	12	9			4	5	1	4	89
NMS	1,270	1,096	338	223	174	45	44	101	227	203	121	3,842
Total	3,590	3,055	1,175	1,006	631	270	185	600	660	604	629	12,405

Table 30b: Non-Member States Users by Nationality and Experiment/Programme
Top 10 Nationalities – 31.12.2024

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	372	417	54	34	23	13	9	22	34	135	16	1,129
CN	228	133	51	104	7	11	1	14	135	20	14	718
RU	150	129	45	29	82	4	1	5	17	9	14	485
JP	118	7	37	2	21		9	3	18	5	23	243
KR	9	104	54	1	3		5	5	2	2	12	197
CA	92	16	2	1	4		11	4	4	4	8	146
MX	4	39	35	2	5	1		3	1	3	3	96
CO	13	23		7		1	1	4	3	6		58
GE	29	24	2			1						56
TW	19	28		2	2				2	1	1	55
Total	1,034	920	280	182	147	31	37	60	216	185	91	3,183

Table 31a: Users by Country of Institute and Experiment/Programme – 31.12.2024

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	6	30	7			16	10	8	7		4	88
BE		92			3	3		41	2	1		142
BG		25	8		4			9	1		2	49
BR	33	52	13	28			3	4		6	2	141
CH	69	111		53	20	9	6	8	48	31	54	409
CY		10				2						12
CZ	136		25	1	36	5		4	3	13	27	250
DE	384	221	141	96	113	54	24	80	69	12	66	1,260
DK	10		29		1		3	7				50
EE		17			2	5					3	27
ES	100	83		75	6	37		48	28	30	41	448
FI		37	9			18		14	3	1	6	88
FR	254	128	87	93	8	9	26	52	55	64	80	856
GB	407	111	18	202	26	15	21	83	24	89	33	1,029
GR	40	35	4		1	12			5	1	3	101
HR		18	7		1	2		1		4	2	35
HU		50	15	3	6			2			8	84
IL	62				1		1			3	8	75
IN		80	73		3			2				158
IT	303	424	183	169	117	35	28	36	149	112	100	1,656
LT		15		3							3	21
LV		20					1	1				22
NL	64	1	25	57	1	2	1	2	10	3	8	174
NO	37	1	43					6			1	88
PK	8	18	9									35
PL	58	29	75	41	78	4	21	35	4	1	17	363
PT	30	16			14	7		19	13	7	4	110
RO	41		23	9	7	6		18	1	2	3	110
RS	10	19			5			1		2	5	42
SE	46		13	3		3	1	17			20	103
SI	19			6				1	3			29
SK	25		28		6			10	3			72
TR	35	81	2		5			3	5	2	18	151
UA		10	7	5	1			2		1	1	27
NMS	1,413	1,321	331	162	166	26	39	86	227	219	110	4,100
Total	3,590	3,055	1,175	1,006	631	270	185	600	660	604	629	12,405

Table 31b: Non-Member States Users by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2024

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	720	854	87	53	36	20	4	30	78	196	23	2,101
CN	138	81	40	81	1			9	117	1	4	472
RU	108	83	30		69	5		1		7	2	305
JP	113		38		20	1	7	3	18	3	26	229
CA	132				5		23	13	6	3	21	203
KR		100	58		3		5	4			14	184
ZA	41		16					16				73
MX		27	32		5			1	1			66
CL	26	4		2	13						13	58
TW	13	29			3				4			49
Total	1,291	1,178	301	136	155	26	39	77	224	210	103	3,740

Table 32a: Users by Nationality over the last 10 Years (2015 – 2024)

Nationality	Year									
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
AT	95	96	107	99	100	86	80	89	98	94
BE	117	117	112	112	114	96	91	98	99	101
BG	80	78	82	78	72	64	66	74	79	83
BR										157
CH	190	193	197	200	204	194	196	201	207	192
CY		23	24	22	21	19	12	21	22	17
CZ	216	227	240	238	221	202	206	218	219	205
DE	1,194	1,206	1,235	1,255	1,208	1,107	1,048	1,104	1,146	1,132
DK	52	60	63	59	50	41	41	51	49	52
EE							13	20	20	19
ES	351	372	388	421	411	386	386	441	467	497
FI	94	103	98	98	72	71	67	79	78	80
FR	789	787	787	778	774	756	762	780	768	782
GB	651	671	706	746	736	673	645	656	681	728
GR	189	198	209	210	221	211	214	213	223	222
HR					46	42	39	46	45	52
HU	70	68	67	68	78	72	71	74	83	82
IL	54	52	54	57	58	51	54	48	53	55
IN			332	354	370	327	327	374	431	469
IT	1,761	1,813	1,832	1,896	1,887	1,741	1,798	1,906	1,981	2,010
LT				38	31	23	22	23	25	27
LV							13	16	18	19
NL	153	154	154	166	169	154	148	158	153	149
NO	59	58	61	64	62	53	49	55	56	66
PK	54	54	62	66	63	59	52	67	63	75
PL	277	285	316	330	317	292	298	316	338	370
PT	105	106	109	106	97	86	98	111	120	123
RO	134	125	131	131	145	127	134	137	143	134
RS	42	43	51	50	49	46	46	42	48	52
SE	80	83	77	86	75	70	56	63	69	79
SI			32	30	33	30	32	36	37	40
SK	108	119	117	136	129	114	115	117	116	121
TR	160	160	164	152	164	157	156	160	171	190
UA		92	104	107	97	78	81	82	94	89
NMS	4,379	4,463	4,320	4,416	4,353	3,971	3,759	3,984	4,170	3,842
Total	11,454	11,806	12,231	12,569	12,427	11,399	11,175	11,860	12,370	12,405

Table 32b: Non-Member State Users by Nationality over the last 5 Years (2020 – 2024)
Top 10 Nationalities – 31.12.2024

Nationality	Year				
	2020	2021	2022	2023	2024
US	1,005	962	1,060	1,103	1,129
CN	521	481	542	636	718
RU	1,067	1,014	954	886	485
JP	237	214	234	230	243
KR	139	122	152	188	197
CA	138	126	137	142	146
MX	72	69	69	82	96
CO	31	37	45	51	58
GE	51	52	53	53	56
TW	40	34	45	53	55
Total	3,301	3,111	3,291	3,424	3,183

Table 33a: Users by Country of Institute over the last 5 Years (2020 – 2024)

Country of Institute	Year				
	2020	2021	2022	2023	2024
AT	82	74	85	86	88
BE	122	122	129	129	142
BG	37	39	43	46	49
BR					141
CH	329	372	406	419	409
CY	11	10	15	14	12
CZ	221	227	244	252	250
DE	1,185	1,129	1,225	1,296	1,260
DK	35	42	49	47	50
EE		24	30	29	27
ES	325	328	383	413	448
FI	79	71	90	88	88
FR	794	811	844	842	856
GB	875	847	898	950	1,029
GR	138	133	119	112	101
HR	38	36	38	37	35
HU	67	69	73	80	84
IL	63	67	64	74	75
IN	151	130	132	145	158
IT	1,388	1,423	1,527	1,609	1,656
LT	13	12	14	17	21
LV		11	16	21	22
NL	166	157	169	167	174
NO	78	69	79	77	88
PK	35	30	35	30	35
PL	272	278	305	322	363
PT	80	89	100	105	110
RO	99	105	109	113	110
RS	35	36	33	38	42
SE	96	88	103	106	103
SI	16	21	24	26	29
SK	66	66	70	67	72
TR	124	122	122	129	151
UA	29	26	25	27	27
NMS	4,350	4,111	4,262	4,457	4,100
Total	11,399	11,175	11,860	12,370	12,405

Table 33b: Non-Member State Users by Country of Institute over the last 5 Years (2020 – 2024)
Top 10 Countries of Institute – 31.12.2024

Country of Institute	Year				
	2020	2021	2022	2023	2024
US	1,839	1,757	1,902	2,007	2,101
RU	1,021	971	873	779	305
CN	334	314	333	414	472
JP	211	189	216	219	229
CA	196	189	199	206	203
KR	132	113	147	168	184
ZA	57	52	52	61	73
MX	49	48	49	56	66
TW	50	45	45	52	49
CL	22	23	34	45	58
Total	3,911	3,701	3,850	4,007	3,740

7 Family Situation

Table 34: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2020 – 2024)

Marital Status*	Year	Personnel Member Code				Grand Total	
		MPE		MPA			
		HC	Δ %	HC	Δ %	HC	Δ %
Married	2020	1,843	-3.4	5,686	-6.3	7,529	-5.6
	2021	1,841	-0.1	5,465	-3.9	7,306	-3.0
	2022	1,828	-0.7	5,499	0.6	7,327	0.3
	2023	1,821	-0.4	5,546	0.9	7,367	0.5
	2024	1,832	0.6	5,440	-1.9	7,272	-1.3
Partnership	2020	386	14.2	143	-2.7	529	9.1
	2021	406	5.2	161	12.6	567	7.2
	2022	416	2.5	217	34.8	633	11.6
	2023	441	6.0	289	33.2	730	15.3
	2024	505	14.5	405	40.1	910	24.7
Single	2020	1,162	-1.9	7,257	-9.5	8,419	-8.5
	2021	1,212	4.3	7,105	-2.1	8,317	-1.2
	2022	1,314	8.4	7,660	7.8	8,974	7.9
	2023	1,406	7.0	8,049	5.1	9,455	5.4
	2024	1,548	10.1	7,961	-1.1	9,509	0.6

* Divorced, widowed and separated members of the personnel are included in the "Single" category.

Table 35: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2024

Marital Status*	Gender	MPE		MPA			Total
		Staff Members	Graduates and Fellows	MPA int. coll.	MPA exch. scient.	MPA training	
Married	F	330	52	866	31	8	1,287
	M	1,318	132	4,203	317	15	5,985
Partnership	F	67	62	89	3	10	231
	M	276	100	272	9	22	679
Single	F	188	255	1,799	50	162	2,454
	M	525	580	5,489	162	299	7,055
Total		2,704	1,181	12,718	572	516	17,691

* Divorced, widowed and separated members of the personnel are included in the "Single" category.

Table 36: Evolution in the number of Employed Members of the Personnel receiving Family Allowance, in their Number of Dependent Children and Infants over the last 10 Years (2015 – 2024)

Year	Personnel receiving Family Allowance	Total No. of Dependent Children	No. of Infants (<3 Years)	Average Age of Dependent Children as at 31.12.
2015	2,035	2,912	374	10.5
2016	2,190	2,925	405	11.0
2017	2,286	2,990	413	11.0
2018	2,358	3,054	414	11.2
2019	2,375	3,030	412	11.5
2020	2,346	2,937	359	11.8
2021	2,360	2,959	360	11.9
2022	2,347	2,911	357	12.1
2023	2,359	2,859	335	12.3
2024	2,433	2,837	328	12.4

8 Arrivals and Departures

Table 37: Staff Members Arrivals and Departures by Professional Category – 31.12.2024

	Professional Category	Arrivals	Departures*
1	Research Physicists	11	6
2	Scientific & Eng. work	64	53
3	Technical work	50	37
4	Manual work	5	5
5a	Prof. Admin. work	18	12
5b/5c	Office and Admin. work	29	23
	Total	177	136

* Departures on 31.12.2024 are included in the total.

Figure 13: Staff Members Arrivals and Departures in 2024 by Professional Category

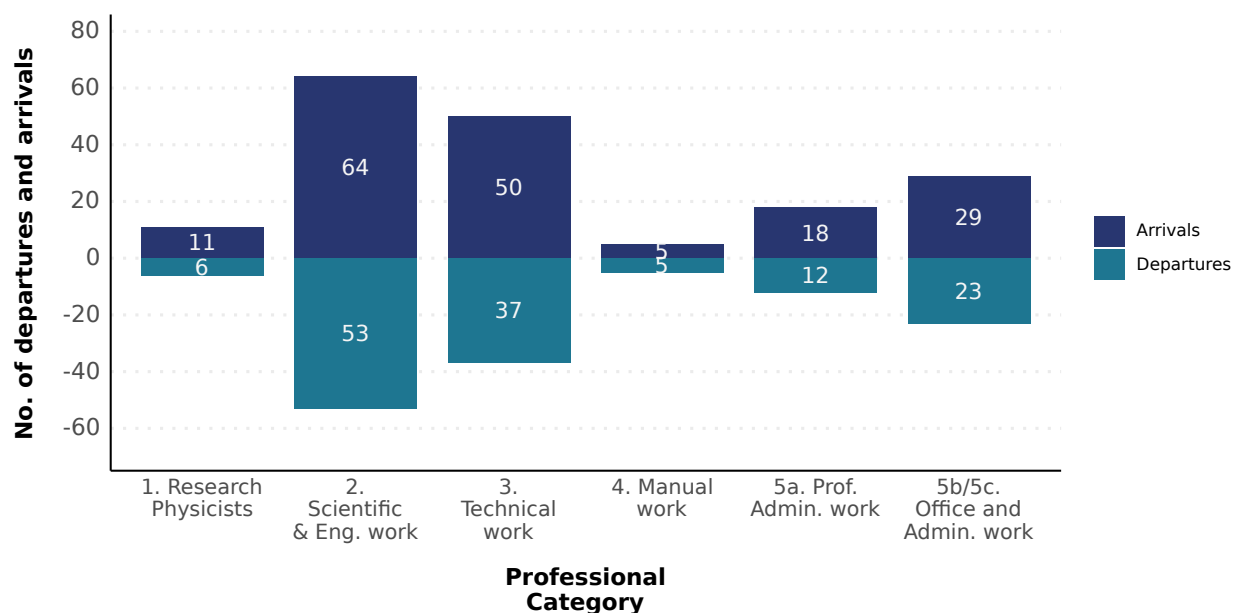


Table 38: Staff Members Arrivals and Departures in 2024 by Nationality

Nationality	Arrivals			Departures		
	HC	%	% of Staff of that Nationality as of 31.12	HC	%	% of Staff of that Nationality as of 31.12
AT	1	0.6	1.7	2	1.5	3.4
BE	3	1.7	3.1	5	3.7	5.2
BG	1	0.6	7.1			
CH	12	6.8	5.9	10	7.4	4.9
CY	1	0.6	33.3			
CZ	4	2.3	28.6	1	0.7	7.1
DE	12	6.8	7.2	9	6.6	5.4
DK	1	0.6	6.2	2	1.5	12.5
EE	1	0.6	100.0			
ES	14	7.9	7.3	6	4.4	3.1
FI	3	1.7	11.1	2	1.5	7.4
FR	44	24.9	4.6	45	33.1	4.7
GB	22	12.4	11.5	11	8.1	5.7
GR	6	3.4	8.8	3	2.2	4.4
HU				2	1.5	15.4
IL	1	0.6	50.0			
IN	2	1.1	16.7	1	0.7	8.3
IT	15	8.5	4.6	16	11.8	4.9
LV				1	0.7	33.3
NL	2	1.1	3.4	4	2.9	6.8
NO	5	2.8	29.4	2	1.5	11.8
PL	7	4.0	7.2	2	1.5	2.1
PT	9	5.1	13.8	4	2.9	6.2
RO	1	0.6	4.2	1	0.7	4.2
RS	2	1.1	33.3	1	0.7	16.7
SE	2	1.1	8.0	3	2.2	12.0
SK	3	1.7	17.6			
TR				3	2.2	60.0
UA	2	1.1	50.0			
NMS	1	0.6	9.1			
Total	177	100.0	6.5	136	100.0	5.0

Labour turnover = 5.05% of average strength.

Departures on 31.12.2024 are included in the total.

Table 39: Staff Member Departures in 2024 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category												Total	Grand Total
	1		2		3		4		5a		5b/5c			
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work			
	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC
Family/Social			2	1	1				1				4	1
Job connected	2		2	1	3				1		1		7	3
Retirement		1		27		11		1		2		5		47
Contract expirations	2		11		15		3		6		10		47	
Mutual agreement			2	1	2	1			2		3		9	2
Death						1							1	1
Invalidity				1		1							2	2
Other	1		5		2		1				4		13	13
Total	5	1	22	31	23	14	4	1	9	3	17	6	80	56
														136

Table 40: Staff Members Arrivals in 2024 by previous CERN Status

From	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Graduates and Fellows	4	30	9		4	1	48
MPA int. coll.	3	7	2		1		13
MPA exch. scient.	1						1
MPA training		1					1
No previous CERN status	3	26	39	5	13	28	114
Grand Total	11	64	50	5	18	29	177

Figure 14: Staff Members recruited from Fellows and Graduates over the last 5 Years (2020 – 2024)

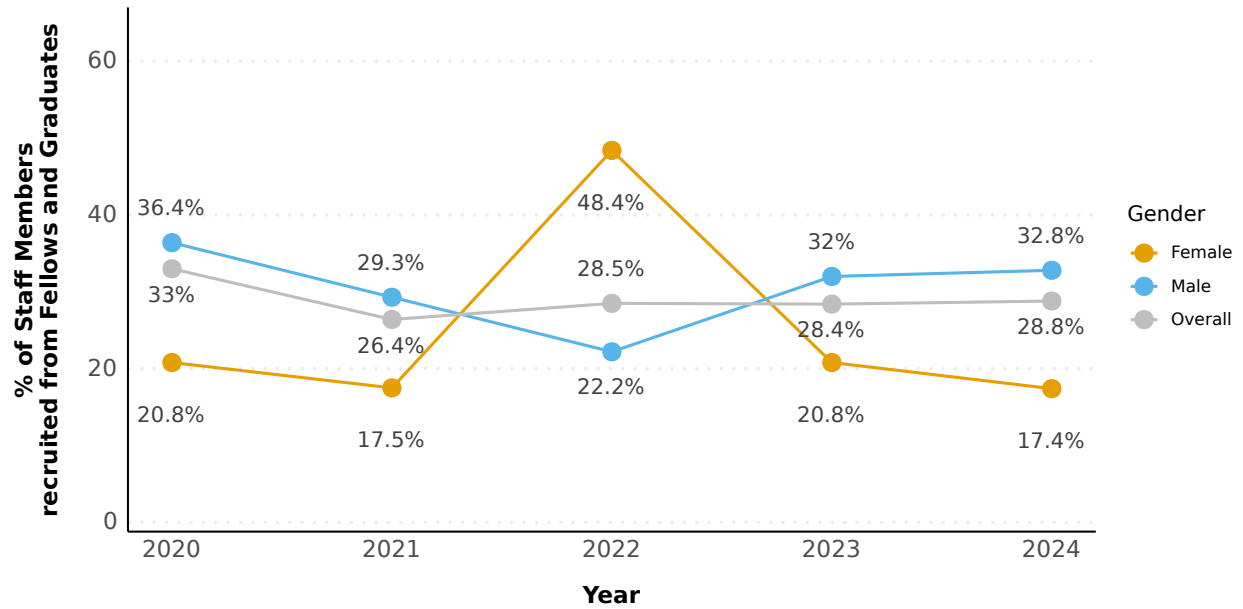


Figure 15: Graduates and Fellows Departures retained as Staff Members over the last 5 Years (2020 – 2024)

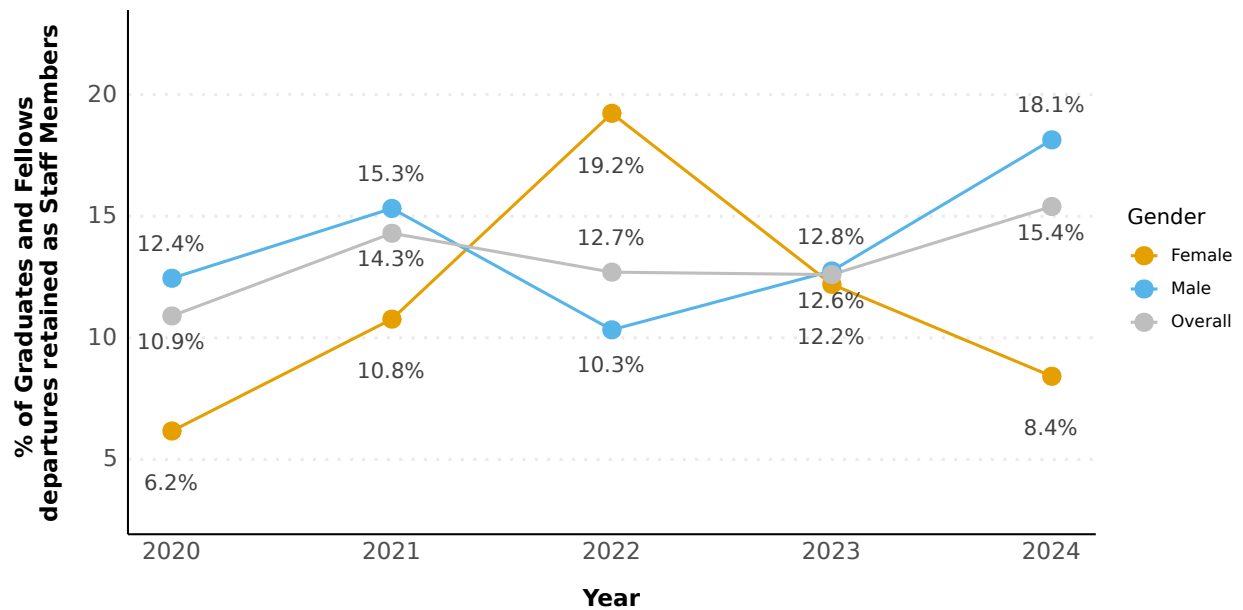


Table 41: Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2015 – 2024)

Year		Age Range										Total
		≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
2015	HC %	10 6.1	57 35.0	48 29.4	27 16.6	12 7.4	5 3.1	3 1.8				163 100.0
2016	HC %	6 4.5	36 27.3	51 38.6	24 18.2	5 3.8	5 3.8	1 0.8	2 1.5	2 1.5		132 100.0
2017	HC %	7 3.7	51 26.8	61 32.1	40 21.1	16 8.4	8 4.2	5 2.6	2 1.1			190 100.0
2018	HC %	7 4.4	36 22.5	56 35.0	31 19.4	23 14.4	4 2.5	2 1.2	1 0.6			160 100.0
2019	HC %	7 6.2	24 21.4	42 37.5	29 25.9	4 3.6	4 3.6	2 1.8				112 100.0
2020	HC %	5 4.5	28 25.0	38 33.9	23 20.5	8 7.1	5 4.5	2 1.8	3 2.7			112 100.0
2021	HC %	6 3.7	46 28.2	62 38.0	17 10.4	17 10.4	8 4.9	3 1.8	2 1.2	2 1.2		163 100.0
2022	HC %	4 3.1	34 26.2	44 33.8	29 22.3	10 7.7	3 2.3	1 0.8	5 3.8			130 100.0
2023	HC %	3 2.0	38 25.7	61 41.2	23 15.5	10 6.8	7 4.7	2 1.4	3 2.0	1 0.7		148 100.0
2024	HC %	6 3.4	45 25.4	66 37.3	28 15.8	18 10.2	8 4.5	5 2.8	1 0.6			177 100.0

* Staff Members' age is calculated as of 31.12 of each year

Table 42: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2020 – 2024)

Year	Professional Category						Average Age*
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
2020	35.4	34.7	33.4	37.0	40.8	36.0	35.0
2021	38.4	33.5	33.4	42.0	40.6	34.2	34.6
2022	33.2	34.8	34.0	35.4	39.5	35.4	34.8
2023	34.0	33.8	33.6	38.0	42.9	33.7	34.5
2024	37.2	33.7	33.9	37.0	35.9	36.1	34.7

* Staff Members' age is calculated as of 31.12 of each year

9 Staff Recruitment

Table 43: Staff Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied			Invited			Hired			Refused Offer			Success Rate *
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	%
AT	17	36	53	3	2	5	1	1	2				3.8
BE	44	125	169	2	6	8		1	1				0.6
BG	33	48	81	1	2	3		1	1				1.2
BR	45	63	108										0.0
CH	632	704	1,336	16	17	33	4	6	10	1		1	0.7
CY	7	18	25										0.0
CZ	26	42	68		7	7		4	4				5.9
DE	103	267	370	20	27	47	6	12	18	1		1	4.9
DK	9	28	37		2	2							0.0
EE	3	12	15	1	1	2	1		1				6.7
ES	273	622	895	18	44	62	6	13	19	1		1	2.1
FI	23	66	89	3	4	7	1	2	3				3.4
FR	1,206	2,064	3,270	27	85	112	10	27	37	2		2	1.1
GB	140	553	693	13	45	58	6	18	24		1	1	3.5
GR	149	290	439	4	11	15		4	4				0.9
HR	24	41	65	2	2	4							0.0
HU	48	59	107	2	1	3	2	1	3				2.8
IL	15	21	36		1	1							0.0
IN	712	2,360	3,072	5	7	12		1	1				0.0
IT	393	1,044	1,437	12	31	43	2	8	10				0.7
LT	22	15	37	1	1	2							0.0
LV	16	17	33	1		1							0.0
NL	26	69	95	1	7	8		2	2				2.1
NO	10	45	55	1	5	6	1	3	4				7.3
PK	196	1,274	1,470		2	2							0.0
PL	128	199	327	13	11	24	4	3	7				2.1
PT	136	282	418	1	12	13		6	6				1.4
RO	125	151	276	9	5	14				1		1	0.0
RS	23	37	60	4	4	8	1	1	2				3.3
SE	63	181	244	4	4	8	2	1	3				1.2
SI	8	13	21		1	1							0.0
SK	17	45	62	1	4	5		2	2				3.2
TR	100	285	385		2	2							0.0
UA	76	80	156	2		2	1		1				0.6
NMS	916	1,972	2,888		5	5		2	2				0.1
Total	5,764	13,128	18,892	167	358	525	48	119	167	4	3	7	0.9

* The success rate for Staff Members is defined as the ratio between the number of Hired and Applied.

Figure 16: Proportion of Female Staff Applicants by Professional Category and Application Status in 2024

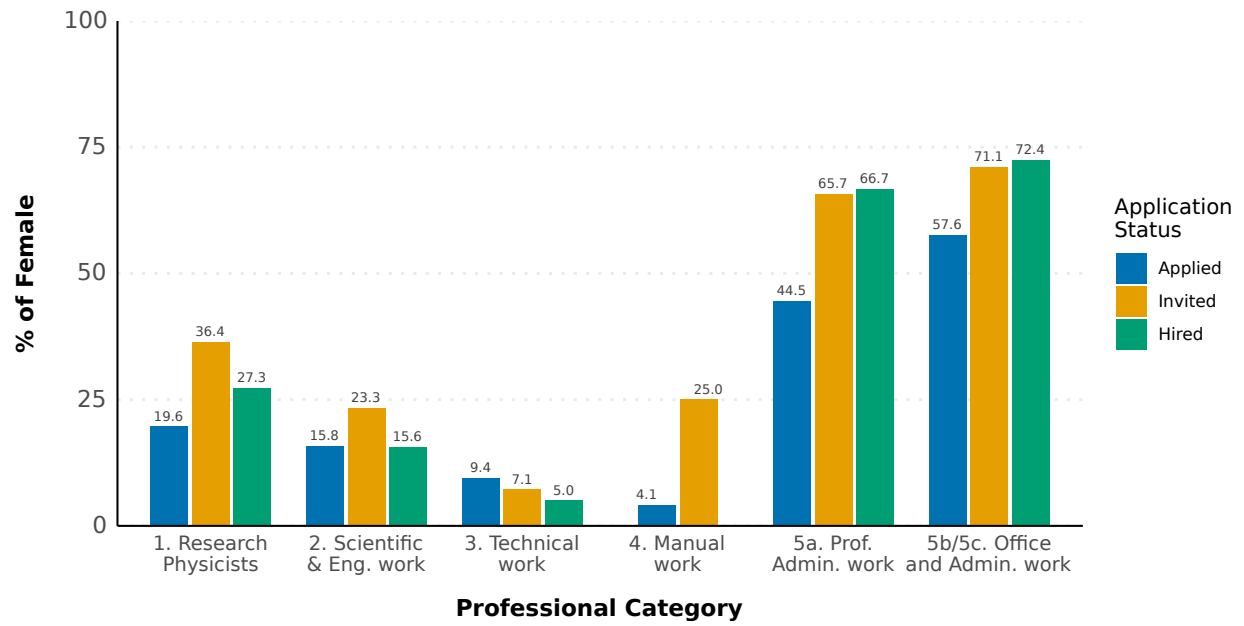


Table 44: Staff Applicants by Professional Category, Application Status and Gender in 2024

Professional Category		Application Status					
		Applied			Hired		
		F	M	Total	F	M	Total
		(%)	(%)	HC	(%)	(%)	HC
1	Research Physicists	19.6	80.4	657	27.3	72.7	11
2	Scientific & Eng. work	15.8	84.2	5,423	15.6	84.4	64
3	Technical work	9.4	90.6	4,353	5.0	95.0	40
4	Manual work	4.1	95.9	613		100.0	5
5a	Prof. Admin. work	44.5	55.5	3,536	66.7	33.3	18
5b/5c	Office and Admin. work	57.6	42.4	5,158	72.4	27.6	29

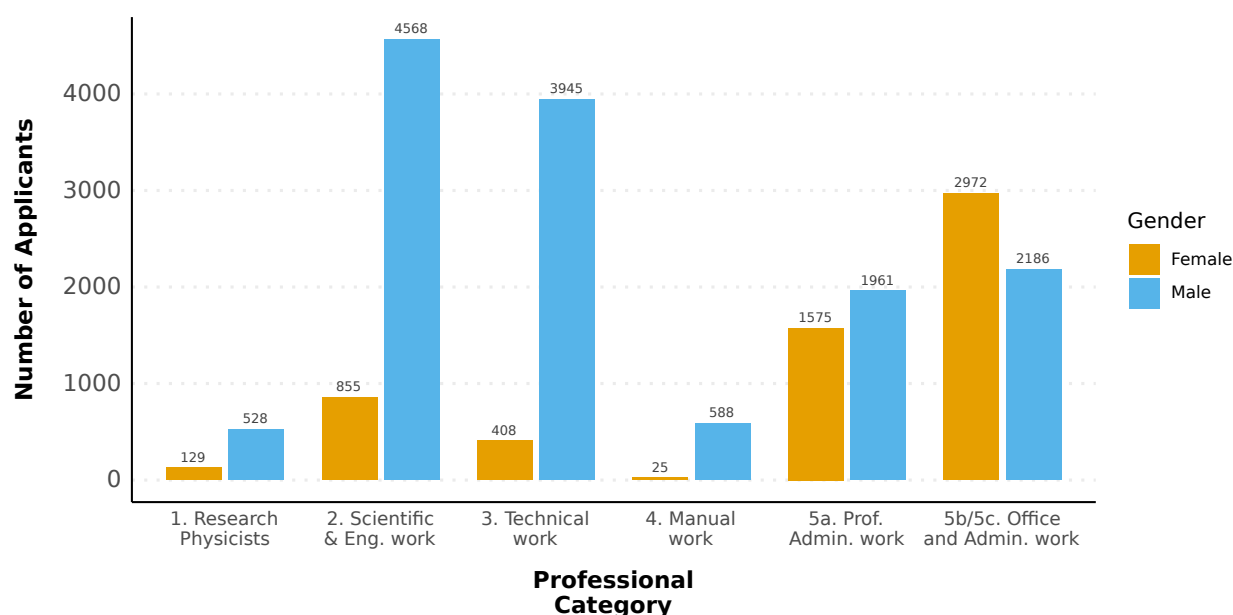
Figure 17: Number of Applicants by Professional Category and Gender in 2024

Table 45: Return on Staff Hires by Nationality in 2024

Nationality	Hired		Contribution	Return on Hired
	HC	%	%	%
AT	2	1.2	2.2	55.4
BE	1	0.6	2.7	22.3
BG	1	0.6	0.4	165.5
BR			0.8	0.0
CH	10	6.0	3.6	165.4
CY			0.1	0.0
CZ	4	2.4	1.1	209.6
DE	18	10.8	20.4	52.8
DK			1.8	0.0
EE	1	0.6	0.1	444.5
ES	19	11.4	6.8	168.1
FI	3	1.8	1.3	137.5
FR	37	22.2	13.0	170.9
GB	24	14.4	14.6	98.6
GR	4	2.4	1.0	249.0
HR			0.1	0.0
HU	3	1.8	0.7	249.1
IL			2.1	0.0
IN	1	0.6	1.4	42.8
IT	10	6.0	9.5	62.8
LT			0.1	0.0
LV			0.1	0.0
NL	2	1.2	4.5	26.5
NO	4	2.4	2.1	113.1
PK			0.2	0.0
PL	7	4.2	3.0	138.9
PT	6	3.6	1.1	336.6
RO			1.3	0.0
RS	2	1.2	0.3	440.2
SE	3	1.8	2.6	69.8
SI			0.2	0.0
SK	2	1.2	0.5	231.4
TR			0.4	0.0
UA	1	0.6	0.1	725.1
NMS	2	1.2		0.0
Total	167	100.0	100.0	

- "Return on Hired" is calculated as the number of hired divided by the respective MS contribution.

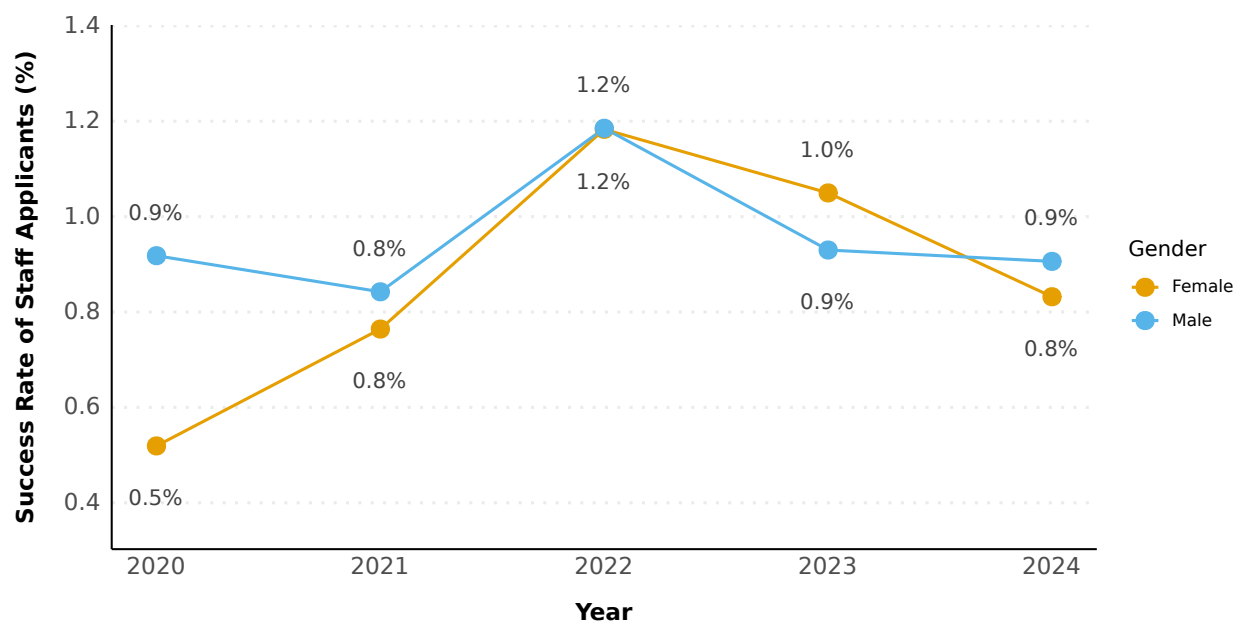
Table 46: Staff Member Hires by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT	2	2	4	2	2	12
BE	2	5	5	6	1	19
BG		1			1	2
BR						0
CH	7	2	3	9	10	31
CY		1		1		2
CZ	2	2	2	2	4	12
DE	9	7	5	5	18	44
DK				1		1
EE					1	1
ES	12	11	17	20	19	79
FI	1	4	2	1	3	11
FR	33	38	32	43	37	183
GB	9	16	15	13	24	77
GR	9	7	3	8	4	31
HR	1	1				2
HU		1			3	4
IL			2			2
IN	2	1	4	2	1	10
IT	18	17	14	19	10	78
LT				1		1
LV				3		3
NL	2	3	5	2	2	14
NO		1	2	4	4	11
PK			2	1		3
PL	9	8	6	11	7	41
PT	3	6	5	7	6	27
RO	4	4	3	2		13
RS	1				2	3
SE	1	3	3	1	3	11
SI						0
SK	1	1		1	2	5
TR	1	2	2	3		8
UA	1	1		2	1	5
NMS	1	2	1	1	2	7
Total	131	147	137	171	167	753

Table 47: Staff Vacancies Published and Filled during 2024

	Total
Vacancies published in 2024	165
Vacancies filled in 2024 *	148
Vacancies republished in 2024	4

* Vacancies filled in 2024 include vacancies published in 2023 and 2024.

Figure 18: Evolution in the Success Rate of Staff Applicants by Gender over the last 5 years (2020-2024).

10 Fellows and Graduates Recruitment

Table 48: Graduate Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	22	49	71	1	4	5				7.0
BE	26	124	150	1	10	11	2		2	7.3
BG	15	32	47							0.0
BR	45	73	118	3	1	4				3.4
CH	245	473	718	8	15	23	1		1	3.2
CY	8	38	46							0.0
CZ	29	55	84	3	3	6				7.1
DE	93	368	461	9	47	56	12		12	12.1
DK	14	69	83		3	3	1		1	3.6
EE	3	11	14	1		1				7.1
ES	254	782	1,036	16	34	50	1	2	3	4.8
FI	34	44	78	3	2	5	1		1	6.4
FR	543	1,416	1,959	22	37	59				3.0
GB	250	1,299	1,549	15	30	45	4	1	5	2.9
GR	185	381	566	6	11	17				3.0
HR	22	46	68	2	4	6	1	1	2	8.8
HU	20	49	69	1	4	5		2	2	7.2
IL	18	31	49	1		1				2.0
IN	1,012	2,963	3,975	4	10	14	1		1	0.4
IT	484	1,366	1,850	24	49	73	3	6	9	3.9
LT	3	25	28		1	1				3.6
LV	7	15	22		2	2				9.1
NL	31	120	151	3	12	15				9.9
NO	14	68	82	1	5	6	2		2	7.3
PK	92	265	357							0.0
PL	76	218	294	4	18	22	1		1	7.5
PT	133	357	490	6	12	18				3.7
RO	97	141	238	6	6	12				5.0
RS	38	41	79	4	2	6				7.6
SE	41	112	153	2	4	6	1		1	3.9
SI	7	12	19		2	2				10.5
SK	22	39	61	1	3	4				6.6
TR	221	370	591	6	2	8	1		1	1.4
UA	26	42	68	1	2	3				4.4
NMS	36	81	117	8	14	22	1	2	3	18.8
Total	4,166	11,575	15,741	162	349	511	15	32	47	3.2

* Includes applications considered as 'eligible' according to the criteria of the programme.

** The success rate for Graduates is defined as the ratio between the number of Offered and Applied.

Table 49: Return on Graduate Offers by Nationality in 2024

Nationality	Offered		Contribution	Return on Offered
	HC	%	%	%
AT	5	1.0	2.2	45.3
BE	11	2.2	2.7	80.0
BG			0.4	0.0
BR	4	0.8	0.8	95.5
CH	23	4.5	3.6	124.3
CY			0.1	0.0
CZ	6	1.2	1.1	102.7
DE	56	11.0	20.4	53.7
DK	3	0.6	1.8	32.7
EE	1	0.2	0.1	145.3
ES	50	9.8	6.8	144.6
FI	5	1.0	1.3	74.9
FR	59	11.5	13.0	89.1
GB	45	8.8	14.6	60.4
GR	17	3.3	1.0	345.8
HR	6	1.2	0.1	1,486.6
HU	5	1.0	0.7	135.7
IL	1	0.2	2.1	9.1
IN	14	2.7	1.4	195.9
IT	73	14.3	9.5	149.8
LT	1	0.2	0.1	247.8
LV	2	0.4	0.1	464.7
NL	15	2.9	4.5	64.9
NO	6	1.2	2.1	55.4
PK			0.2	0.0
PL	22	4.3	3.0	142.7
PT	18	3.5	1.1	330.0
RO	12	2.3	1.3	183.8
RS	6	1.2	0.3	431.5
SE	6	1.2	2.6	45.6
SI	2	0.4	0.2	213.1
SK	4	0.8	0.5	151.2
TR	8	1.6	0.4	415.5
UA	3	0.6	0.1	710.9
NMS	22	4.3		0.0
Total	511	100.0	100.0	

- "Return on Offered" is calculated as the number of offers divided by the respective MS contribution.

Table 50: Fellow and Graduate Offers by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT	5	5	5	6	5	26
BE	6	4	5	5	11	31
BG		2	3	2		7
BR					4	4
CH	10	10	11	13	23	67
CY		2	1			3
CZ	2	4	9	5	6	26
DE	26	30	37	25	56	174
DK	1	3	3	5	3	15
EE			1	4	1	6
ES	32	53	54	54	50	243
FI	4	4	3	4	5	20
FR	34	46	48	66	59	253
GB	11	33	26	45	45	160
GR	19	29	36	32	17	133
HR	3	2	1	2	6	14
HU	5	4	3	3	5	20
IL		2		3	1	6
IN	16	14	18	24	14	86
IT	41	58	66	67	73	305
LT	6	2		3	1	12
LV			1	1	2	4
NL	4	3	6	5	15	33
NO	10	7	5	14	6	42
PK	2	3	4	12		21
PL	20	26	34	20	22	122
PT	18	19	23	25	18	103
RO	6	9	4	4	12	35
RS	5	3	3	8	6	25
SE	3	7	5	3	6	24
SI	1	2		2	2	7
SK	3	6	8	3	4	24
TR	4	5	6	11	8	34
UA	5	4	1	3	3	16
NMS	21	19	20	16	22	98
Total	323	420	450	495	511	2,199

– Fellows were selected until August 2022.

11 Students Recruitment

Table 51: Technical Student Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	3	4	7	1	1	2				28.6
BE	2	17	19		3	3	1		1	15.8
BG	4	3	7							0.0
BR	14	69	83	1	1	2				2.4
CH	1	19	20		2	2				10.0
CY		5	5							0.0
CZ	4	9	13	1	4	5				38.5
DE	24	112	136	6	22	28		2	2	20.6
DK	3	15	18	2	3	5	1		1	27.8
EE		1	1							0.0
ES	29	71	100	2	4	6		1	1	6.0
FI	2	4	6							0.0
FR	44	125	169	5		5	1		1	3.0
GB	72	253	325	2	2	4		1	1	1.2
GR	28	43	71	8	4	12	2		2	16.9
HR	2	4	6		1	1		1	1	16.7
HU	2	7	9		1	1				11.1
IL	3	10	13							0.0
IN	237	686	923		5	5		1	1	0.5
IT	35	145	180	8	11	19	2		2	10.6
LT	1	3	4	1		1				25.0
LV	1	6	7							0.0
NL	5	39	44	2	5	7		1	1	15.9
NO	8	23	31	1	2	3		1	1	9.7
PK	51	93	144							0.0
PL	24	27	51	3	6	9				17.6
PT	4	18	22	1	1	2				9.1
RO	9	16	25		1	1		1	1	4.0
RS	6	6	12	1	2	3		1	1	25.0
SE	5	17	22		3	3				13.6
SI		2	2							0.0
SK	2	3	5							0.0
TR	55	85	140	2	2	4				2.9
UA	9	7	16	3	1	4	3		3	25.0
NMS										0.0
Total	689	1,947	2,636	50	87	137	9	11	20	5.2

* Includes applications considered as 'eligible' according to the criteria of the programme.

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 52: Technical Student Offers by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT	5	2	3	2	2	14
BE		1			3	4
BG	4	1	2			7
BR					2	2
CH	1		2	2	2	7
CY		2				2
CZ	5	4	8	6	5	28
DE	18	20	16	27	28	109
DK	3	1	2	2	5	13
EE		5	3	1		9
ES	12	16	6	10	6	50
FI	2	4	3			9
FR	6	9	5	8	5	33
GB	8	13	5	8	4	38
GR	28	16	13	14	12	83
HR				1	1	2
HU	3	3	1	5	1	13
IL						0
IN	7	7	4	15	5	38
IT	30	24	15	27	19	115
LT				1	1	2
LV		1				1
NL	5	4	7	7	7	30
NO	8	12	10	11	3	44
PK	1	2	1	1		5
PL	23	18	12	17	9	79
PT	1	3	2	7	2	15
RO	5	2	5	2	1	15
RS		3	5	2	3	13
SE	5	3	3		3	14
SI			1	1		2
SK		3	1	3		7
TR	1	3	2	2	4	12
UA	1	2	3	3	4	13
NMS						0
Total	182	184	140	185	137	828

Table 53: Doctoral Student Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT		3	3		3	3	1		1	100.0
BE	1	2	3	1		1				33.3
BG	2		2	1		1				50.0
BR	5	3	8	1		1				12.5
CH		1	1							0.0
CY		1	1							0.0
CZ		7	7		1	1				14.3
DE	2	16	18		7	7	1		1	38.9
DK		2	2		1	1				50.0
EE										0.0
ES	5	8	13	2	4	6				46.2
FI	1		1	1		1				100.0
FR	5	10	15	1		1	1		1	6.7
GB	1	5	6							0.0
GR	8	5	13	1	2	3				23.1
HR	1	1	2							0.0
HU	2		2							0.0
IL										0.0
IN	18	28	46	2	2	4				8.7
IT	24	56	80	19	27	46	1		1	57.5
LT										0.0
LV	1		1	1		1				100.0
NL		2	2		1	1				50.0
NO		1	1							0.0
PK	11	37	48							0.0
PL	1	3	4		1	1				25.0
PT	2	5	7	1	1	2				28.6
RO	1		1							0.0
RS										0.0
SE		1	1							0.0
SI										0.0
SK		3	3		1	1				33.3
TR	2	4	6							0.0
UA		1	1							0.0
NMS	7	6	13		1	1				7.7
Total	100	211	311	31	52	83	1	3	4	26.7

* Includes applications considered as 'eligible' according to the criteria of the programme.

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 54: Doctoral Student Offers by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT	5	8	2	10	3	28
BE	2	4		1	1	8
BG		1		1	1	3
BR					1	1
CH	1	2	1	2		6
CY						0
CZ	2	3		4	1	10
DE	16	8	12	12	7	55
DK		1		1	1	3
EE						0
ES	6	9	2	5	6	28
FI	1				1	2
FR	2	5	4	3	1	15
GB	2	4	3	2		11
GR	5	5	2	8	3	23
HR	1	1				2
HU	1		2	1		4
IL						0
IN	1		2	4	4	11
IT	14	54	30	25	46	169
LT						0
LV		2	1		1	4
NL	3	1	1	4	1	10
NO	2		2	5		9
PK	2		1			3
PL	3	5	7	2	1	18
PT	3	2	4	3	2	14
RO		3	1	3		7
RS	1		2			3
SE	1		3			4
SI				1		1
SK	1				1	2
TR				2		2
UA	1					1
NMS	8	1		7	1	17
Total	84	119	82	106	83	474

Table 55: Summer Student Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	20	37	57	1	2	3				5.3
BE	6	30	36		4	4	1		1	11.1
BG	17	14	31	1	1	2				6.5
BR	53	177	230	2	5	7				3.0
CH	24	51	75	2	2	4				5.3
CY	6	11	17	3	1	4				23.5
CZ	5	17	22		3	3				13.6
DE	48	125	173	8	14	22				12.7
DK	4	10	14	1	5	6				42.9
EE	3	6	9	1	1	2				22.2
ES	93	248	341	4	9	13				3.8
FI	6	13	19	2	1	3	1		1	15.8
FR	48	146	194	4	10	14	1		1	7.2
GB	98	272	370	4	13	17		2	2	4.6
GR	37	93	130	1	1	2				1.5
HR	5	13	18		2	2				11.1
HU	12	16	28	1	1	2				7.1
IL	4	8	12	1	2	3				25.0
IN	1,467	3,806	5,273	1	4	5				0.1
IT	98	231	329	6	7	13				4.0
LT	6	6	12	1	1	2				16.7
LV	5	7	12	3	1	4				33.3
NL	12	28	40	1	8	9				22.5
NO	5	22	27	1	2	3				11.1
PK	373	1,211	1,584		2	2				0.1
PL	12	52	64	2	7	9	2		2	14.1
PT	31	40	71	3	2	5	1	1	2	7.0
RO	13	32	45	3	2	5				11.1
RS	18	25	43	1	1	2				4.7
SE	23	69	92	1	3	4		1	1	4.3
SI	4	9	13		2	2				15.4
SK	2	8	10		3	3				30.0
TR	158	206	364	3	1	4				1.1
UA	21	19	40	1	4	5				12.5
NMS	1,879	4,204	6,083	69	81	150		5	5	2.5
Total	4,616	11,262	15,878	132	208	340	5	10	15	2.1

* Includes applications considered as 'eligible' according to the criteria of the programme.

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 56: Summer Student Offers by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT	3	3	3	3	3	15
BE	3	3	3	3	4	16
BG	3	2	4	2	2	13
BR					7	7
CH	6	5	4	4	4	23
CY	3	2	5	4	4	18
CZ	5	2	4	7	3	21
DE	23	21	21	21	22	108
DK	4	3	6	6	6	25
EE		2	3	2	2	9
ES	10	11	10	9	13	53
FI	3	2	3	4	3	15
FR	16	14	15	14	14	73
GB	21	16	16	16	17	86
GR	7	5	6	4	2	24
HR	2	2	2	2	2	10
HU	3	3	2	3	2	13
IL	2	1	3	4	3	13
IN	9	8	10	8	5	40
IT	16	13	14	14	13	70
LT	2	1	2	2	2	9
LV		3	4	5	4	16
NL	10	6	5	10	9	40
NO	4	2	3	3	3	15
PK	3	3	2	4	2	14
PL	8	6	5	5	9	33
PT	5	7	4	4	5	25
RO	6	4	4	6	5	25
RS	4	2	3	4	2	15
SE	4	4	3	3	4	18
SI	3	1	2	4	2	12
SK	4	1	3	2	3	13
TR	4	3	5	3	4	19
UA	2	2	19	6	5	34
NMS	156	129	134	157	150	726
Total	354	292	332	348	340	1,666

Table 57: Administrative Student Applicants by Application Status, Nationality and Gender in 2024

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	1	1	2	1		1	1		1	50.0
BE	1		1	1		1				100.0
BG	2	2	4							0.0
BR	7	3	10							0.0
CH	16	8	24	3		3				12.5
CY										0.0
CZ	4	2	6	1		1				16.7
DE	5	6	11	1		1				9.1
DK	2		2							0.0
EE										0.0
ES	15	8	23	6		6	2		2	26.1
FI	2		2							0.0
FR	36	19	55	3	2	5				9.1
GB	15	8	23	3	2	5				21.7
GR	9	6	15							0.0
HR	3	1	4		1	1				25.0
HU	2	1	3							0.0
IL		4	4							0.0
IN	83	102	185	1		1				0.5
IT	38	27	65	2	2	4	1		1	6.2
LT		1	1							0.0
LV										0.0
NL	1	1	2							0.0
NO	1		1							0.0
PK	35	49	84							0.0
PL	4		4							0.0
PT	1	2	3							0.0
RO	6	1	7	2		2				28.6
RS	2	1	3	1		1	1		1	33.3
SE	3	3	6		1	1				16.7
SI										0.0
SK	2		2							0.0
TR	47	10	57							0.0
UA	12	2	14	2		2	1		1	14.3
NMS	1		1							0.0
Total	356	268	624	27	8	35	6	0	6	5.6

* Includes applications considered as 'eligible' according to the criteria of the programme.

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 58: Administrative Student Offers by Nationality over the last 5 Years (2020 – 2024)

Nationality	Year					Total
	2020	2021	2022	2023	2024	
AT			1		1	2
BE					1	1
BG						0
BR						0
CH		1	3	2	3	9
CY						0
CZ	1	1	1	2	1	6
DE	1	4	1	1	1	8
DK						0
EE						0
ES	2	4	1	3	6	16
FI	1		1	1		3
FR	7	5	3	7	5	27
GB	3	2	5	5	5	20
GR	4	2	4	2		12
HR		1			1	2
HU						0
IL						0
IN	1		2	2	1	6
IT	3	4	4	6	4	21
LT						0
LV						0
NL				1		1
NO		1		4		5
PK		1	3	2		6
PL	2	1	2	2		7
PT	3	2	1	1		7
RO		2		4	2	8
RS				1	1	2
SE					1	1
SI						0
SK		1				1
TR	1	1		1		3
UA	1		2	2	2	7
NMS						0
Total	30	33	34	49	35	181

Annex

Participants to an Experiment (PART)

PART are not Members of the Personnel.

Table 59a: Participants by Country of Institute and Experiment/Programme – 31.12.2024

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	3	13	2					3			44	65
BE		40						21			7	68
BG		12						4			4	20
BR	65	40	21	23				4			6	159
CH	18	185	6	27				2			79	317
CY		5									2	7
CZ	29	1	13					1			29	73
DE	254	149	96	26				41			155	721
DK	5		5					3			1	14
EE		8										8
ES	51	33		31				8			56	179
FI		45	5					7			18	75
FR	95	56	33	28				19			96	327
GB	138	58	19	54				25			87	381
GR	26	32	1					4			9	72
HR		11	6					1			4	22
HU		15	8	8				2			3	36
IL	24							1			13	38
IN		138	65					3			6	212
IT	101	138	70	31				10			159	509
LT		17		5							7	29
LV		9						1				10
NL	22	5	39	27				3			5	101
NO	16	2	29					3			5	55
PK	1	56	12									69
PL	22	11	57	18				14			44	166
PT	17	4						10			20	51
RO	23		12	5				8			8	56
RS	6	9						2			3	20
SE	38		3					5			7	53
SI	16			1							1	18
SK	1		7					4			1	13
TR	9	39	2					1			11	62
UA		5	1	16							2	24
NMS	1,033	1,409	280	209				42			353	3,326
Total	2,013	2,545	792	509				252			1,245	7,356

Table 59b: Non-Member States Participants by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2024

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	478	950	44	31				13			145	1,661
CN	152	186	64	154				2			50	608
JP	65		38					5			64	172
CA	87							9			21	117
RU	46	17	8					3			24	98
KR		45	34					3			8	90
ZA	62		16					5				83
MX		35	27								4	66
TW	4	31									19	54
TH		9	24								3	36
Total	894	1,273	255	185				40			338	2,985

Departments / Units / Sectors

Code	Description
ATS	Accelerators & Technology Sector
BE	Accelerator Beams
DG	Director-General
EN	Engineering
EP	Experimental Physics & Support
FAP	Finance & Administrative Processes
HR	Human Resources
HSE	Occupational Health & Safety & Environmental Protection Unit
IPT	Industry, Procurement & Knowledge Transfer
IR	International Relations Units
IT	Information Technologies
PF	Pension Fund Administration
RCS	Research & Computing Sector
SCE	Site & Civil Engineering
SY	Accelerator Systems
TE	Accelerator Technology
TH	Theoretical Physics

Professional Categories

Code	Description
1	Scientific Work (Experimental & Theoretical Physics)
2	Scientific & Engineering Work
3	Technical Work
4	Manual Work, Crafts & Trades
5a	Administrative Work
5b/5c	Office & Administrative Work

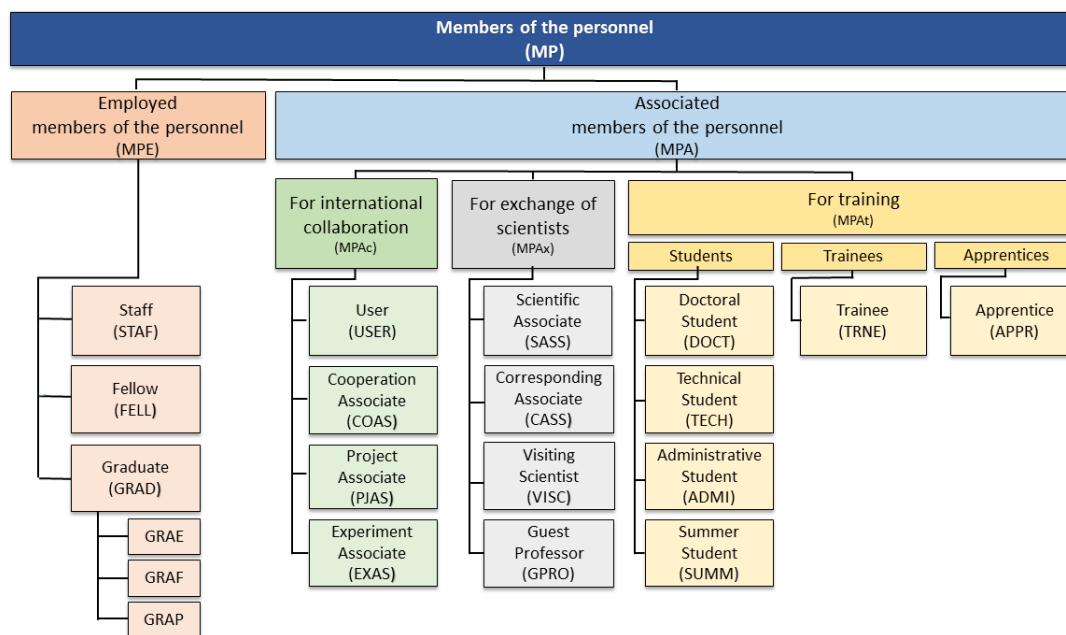
CERN Statuses

Code	Description
ADMI	Administrative Student
APPR	Apprentice
CASS	Corresponding Associate
COAS	Cooperation Associate
DOCT	Doctoral Student
EXAS	Experiment Associate
FELL	Fellow
GPRO	Guest Professor
GRAE	Early Career Graduate
GRAF	Research Fellow
GRAP	Experienced Project Graduate
PJAS	Project Associate
SASS	Scientific Associate
STAF	Staff Member
SUMM	Summer Student
TECH	Technical Student
TRNE	Trainee
USER	User
VISC	Visiting Scientist

Types of Staff Contracts

Code	Description
LD	Limited Duration Contract
IC	Indefinite Contract

Groupings of the Personnel



Benchmark Jobs List

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

Benchmark Jobs

Benchmark Job Range	Benchmark Job Description	Professional Category
1-2-(3)	Electronics Craftsperson	4
	Mechanical Craftsperson	
	Administrative Clerk	5c
2-3-(4)	Firefighter	4
3-4-(5)	Accelerator/Industrial Process Operations Technician	3
	Civil Engineering Technician	
	Computing Technician	
	Electrical Technician	
	Electromechanical Technician	
	Electronics Technician	
	Health, Safety and Environment Technician	
	Material Science/Chemical Technician	
	Mechanical Technician	
	Radiation Protection Technician	
	Personal/Team Assistant	5b
	Process/Services Assistant	
4-5-(6)	Accelerator/Industrial Process Operations Technical Engineer	3
	Civil Engineering Technical Engineer	
	Computing Technical Engineer	
	Electrical Technical Engineer	
	Electromechanical Technical Engineer	
	Electronics Technical Engineer	
	Fire Officer	
	Health, Safety and Environment Technical Engineer	
	Material Science/Chemical Technical Engineer	
	Mechanical Technical Engineer	
	Nurse (Occupational Health)	
	Radiation Protection Technical Engineer	
	Business Process Support Officer	5b

Benchmark Job Range	Benchmark Job Description	Professional Category
4-5-(6)	Communications/Public Relations/External Relations Support Officer	5b
	Executive Personal Assistant	
	Financial Support Officer	
	Human Resources Support Officer	
	Logistics Support Officer	
	Procurement Support Officer	
	Scientific Information Support Officer	
6-7-(8)	Research Physicist	1
	Theoretical Physicist	
	Applied Physicist	2
	Civil Engineer	
	Commanding Fire Officer	
	Computing Engineer	
	Electrical Engineer	
	Electromechanical Engineer	
	Electronics Engineer	
	Health, Safety and Environment Engineer	
	Material Science/Chemical Engineer/Chemist	
	Mechanical Engineer	
	Physician (Occupational Health)	
	Radiation Protection Physicist	
	Site Security Professional	
	Business Process Analyst	5a
	Communications/Public Relations /External Relations Professional	
	Financial Professional	
	Human Resources Professional	
	Internal Auditor	
	Knowledge Transfer Professional	
	Legal Adviser	

Benchmark Job Range	Benchmark Job Description	Professional Category
6-7-(8)	Logistics Professional	5a
	Procurement Professional	
	Scientific Information Professional	
	Translator	
9-(10)	Principal Research Physicist	1
	Principal Theoretical Physicist	
	Principal Applied Physicist	2
	Principal Civil Engineer	
	Principal Computing Engineer	
	Principal Electrical Engineer	
	Principal Electromechanical Engineer	
	Principal Electronics Engineer	
	Principal Health, Safety and Environment Engineer	
	Principal Material Science/Chemical Engineer/Principal Chemist	
	Principal Mechanical Engineer	
	Principal Physician (Occupational Health)	
	Principal Radiation Protection Physicist	
	Principal Business Process Analyst	5a
	Principal Communications/Public Relations/External Relations Professional	
	Principal Financial Professional	
	Principal Human Resources Professional	
	Principal Internal Auditor	
	Principal Knowledge Transfer Professional	
	Principal Legal Adviser	
	Principal Logistics Professional	
	Principal Procurement Professional	
	Principal Scientific Information Professional	
	Principal Translator	

Nationalities

Code	Description	Code	Description	Code	Description
AF	Afghanistan	GE	Georgia	MY	Malaysia
AL	Albania	GR	Greece	NG	Nigeria
AM	Armenia	GT	Guatemala	NL	Netherlands
AR	Argentina	HK	Hong-Kong	NO	Norway
AT	Austria	HN	Honduras	NP	Nepal
AU	Australia	HR	Republic Of Croatia	NZ	New Zealand
AZ	Azerbaijan	HU	Hungary	PE	Peru
BA	Bosnia	ID	Indonesia	PH	Philippines
BD	Bangladesh	IE	Ireland	PK	Islamic Republic Of Pakistan
BE	Belgium	IL	Israel	PL	Poland
BG	Bulgaria	IN	Republic Of India	PS	Palestinian Authority, Passport Issued By
BH	Bahrain	IR	Iran	PT	Portugal
BI	Burundi	IS	Iceland	PY	Paraguay
BO	Bolivia	IT	Italy	RO	Romania
BR	Federative Republic Of Brazil	JM	Jamaica	RS	Serbia
BW	Botswana	JO	Jordan	RU	Russia
BY	Belarus	JP	Japan	SA	Saudi Arabia
CA	Canada	KE	Kenya	SE	Sweden
CD	Democratic Republic Of Congo	KG	Kyrgyzstan	SG	Singapore
CG	Congo	KN	Saint Kitts And Nevis	SI	Republic Of Slovenia
CH	Switzerland	KR	Republic Of Korea	SK	Slovakia
CL	Chile	KW	Kuwait	SM	San Marino
CM	Un.-Rep. Of Cameroon	KZ	Kazakhstan	SV	El Salvador
CN	China	LB	Lebanon	SY	Syrian Arab Republic
CO	Colombia	LK	Sri Lanka	TH	Thailand
CR	Costa Rica	LS	Lesotho	TN	Tunisia
CU	Cuba	LT	Republic Of Lithuania	TR	Republic Of Turkiye
CY	Republic Of Cyprus	LU	Luxemburg	TT	Trinidad Tobago
CZ	Czech Republic	LV	Republic Of Latvia	TW	Taiwan
DE	Germany	MA	Morocco	UA	Ukraine
DK	Denmark	ME	Montenegro	UG	Uganda
DZ	Algeria	MG	Madagascar	US	United States Of America
EC	Ecuador	MK	Republic Of North Macedonia	UY	Uruguay
EE	Republic Of Estonia	MM	Myanmar	UZ	Uzbekistan
EG	Egypt	MN	Mongolia	VE	Venezuela
ES	Spain	MO	Macau	VN	Vietnam
FI	Finland	MT	Malta	YE	Yemen
FR	France	MU	Mauritius	ZA	South Africa
GB	United Kingdom	MX	Mexico	ZW	Zimbabwe