

*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

2023

Human Resources Department
March 2024

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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 under Definitions):

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 31.12.2023 unless specified otherwise.

Staff Members

A 2,666 "headcount" equates to 2615.0 FTEs Full-time equivalents (FTEs) for 2023, of which 67.0 FTEs were charged to third-party accounts and 2548.1 FTEs were charged to CERN accounts (2524.3 FTEs under CERN core budget, 9.4 FTEs under EU funding, 0.6 FTEs under CERN openlab, and 13.9 FTEs under other external revenues). Staff members "paid but not available" accounted for 26.5 FTEs, and less than 0.1 FTEs were on paid special leave, resulting in an active staff complement of 2497.7 FTEs charged to CERN's core budget.

The 2023 "headcount" of 2,666 is calculated as follows:

Staff HC 31.12.2022 (2,658) – departures on 31.12.2022 (18) + 2023 arrivals (148) – (2023 departures (142) – departures on 31.12.2023 (20))

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 35: In the 2021 Personnel Statistics document, Table 35, the figure "No. of Infants (< 3 years)" erroneously included children outside this category. This has been amended as of the 2022 Personnel Statistics document.

In 2023, modifications were made to the method of retrieving recruitment data. Hence, figures in Tables 42-57 of the 2023 Personnel Statistics document are not compatible with previously published versions.

Tables 47-53: Owing to a technical issue, the data exceptionally do not include ten positions for graduates/fellows and students opened within the 'Science for Ukraine' initiative, nine of which were filled since 2022.

Annex

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

Tables 58a and 58b 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 – 31.12.2023

Dept.	MPE			MPA					Grand Total
	Staff Members	Graduates and Fellows	Total	MPA int. coll. excl. Users	MPA exch. scient.	MPA training	Users	Total	
ATS	32	13	45	11	6	7		24	69
BE	314	125	439	50	47	98		195	634
DG	38	3	41		8			8	49
EN	335	79	414	5		11		16	430
EP	522	240	762	99	54	205	12,343	12,701	13,463
FAP	82	26	108	10		4		14	122
HR	74	6	80			4		4	84
HSE	166	39	205	8	8	9		25	230
IPT	53	25	78	1		2		3	81
IR	54	28	82	5	1	20		26	108
IT	208	90	298	37		23	27	87	385
PF	19	5	24						24
RCS	23	7	30	2	5	8		15	45
SCE	98	25	123	24				24	147
SY	316	129	445	26	26	65		117	562
TE	311	119	430	49	3	67		119	549
TH	21	43	64	21	484			505	569
Total	2,666	1,002	3,668	348	642	523	12,370	13,883	17,551

Figure 1: Members of the Personnel by Status – 31.12.2023

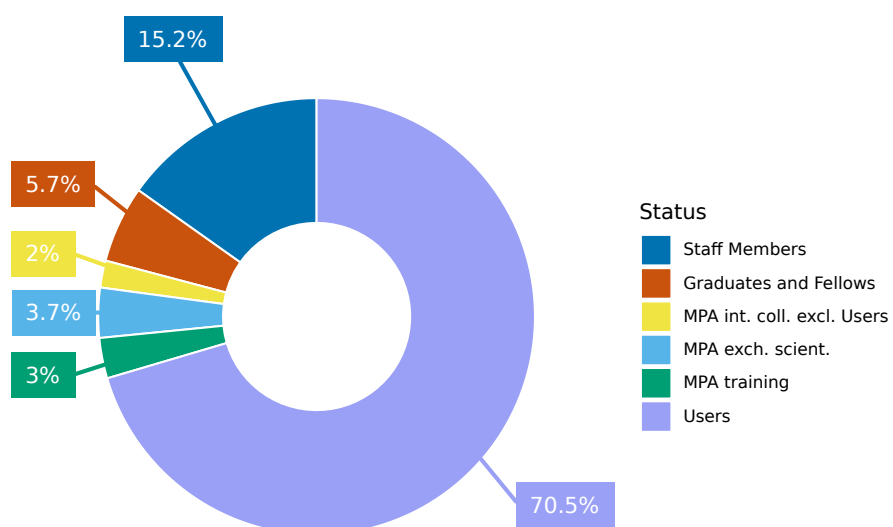


Table 1b: Graduates and Fellows by Department/Unit and Status – 31.12.2023

Dept.	Graduates and Fellows				Grand Total
	FELL	GRAE	GRAF	GRAP	
ATS	6	4	1	2	13
BE	76	37	1	11	125
DG	2	1			3
EN	52	20		7	79
EP	163	29	33	15	240
FAP	21	5			26
HR	2	4			6
HSE	22	9		8	39
IPT	9	8		8	25
IR	16	6		6	28
IT	56	32		2	90
PF	3	2			5
RCS	7				7
SCE	13	9		3	25
SY	76	29	4	20	129
TE	75	34		10	119
TH	26		17		43
Total	625	229	56	92	1,002

Table 1c: Associated Members of the Personnel by Department/Unit and Status – 31.12.2023

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	6	2	8				3		3				11
BE	24	7	31				18	1	19				50
DG													
EN	3		3				2		2				5
EP	16	2	18	9	1	10	56	15	71	8,180	4,163	12,343	12,442
FAP							10		10				10
HR													
HSE	7		7				1		1				8
IPT		1	1										1
IR	2	2	4				1		1				5
IT	26	4	30				7		7	20	7	27	64
PF													
RCS	2		2										2
SCE	23		23					1	1				24
SY	16	4	20				6		6				26
TE	40	4	44				5		5				49
TH	18	3	21										21
Total	183	29	212	9	1	10	109	17	126	8,200	4,170	12,370	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							1		1	28	18	46	47
DG				1		1				7		7	8
EN													
EP	4		4	2	1	3	20	8	28	12	7	19	54
FAP													
HR													
HSE										2	6	8	8
IPT													
IR										1		1	1
IT													
PF													
RCS							1		1	3	1	4	5
SCE													
SY										19	7	26	26
TE										3		3	3
TH	1		1				7	2	9	397	77	474	484
Total	5	0	5	2	2	4	29	10	39	475	119	594	642

Dept.	MPA for training (MPAt)															Grand Total
	ADMI			DOCT			TECH			TRNE			APPR			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS				4	1	5	2		2							7
BE	4		4	53	1	54	30		30	10		10				98
DG																
EN				3		3	6		6	2		2				11
EP	5		5	142	1	143	42		42	13	2	15				205
FAP	2		2				2		2							4
HR	3		3							1		1				4
HSE	1		1	5		5	3		3							9
IPT	2		2													2
IR	11		11	4		4	5		5							20
IT	3		3	10	1	11	7		7	2		2				23
PF																
RCS	2		2	2		2	1		1				3		3	8
SCE																
SY				36		36	25		25	4		4				65
TE	3		3	21		21	22		22	3	1	4	17		17	67
TH																
Total	36	0	36	280	4	284	145	0	145	35	3	38	20	0	20	523

Table 2: Evolution in the Number of MPE and MPA over the last 5 Years (2019 – 2023)

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
2019	2,660	-7	770	-69	3,430	-76	1,805	-62	12,427	-142	14,232	-204	17,662	-280
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	1,513	-3	12,370	510	13,883	507	17,551	617

Figure 2a: Evolution in the Number of MPE and MPA (excl. Users) over the last 10 Years (2014 – 2023)

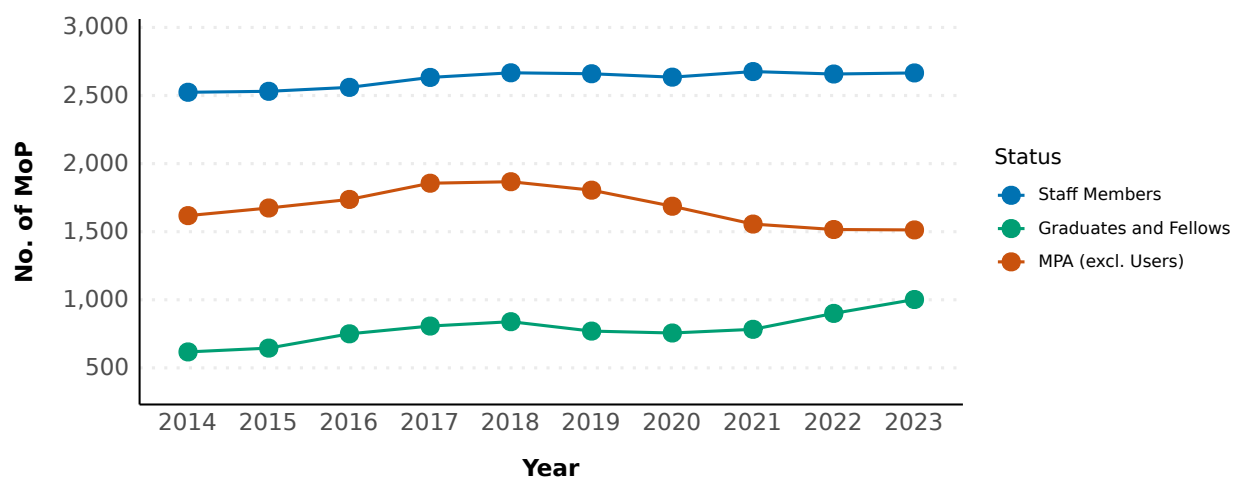
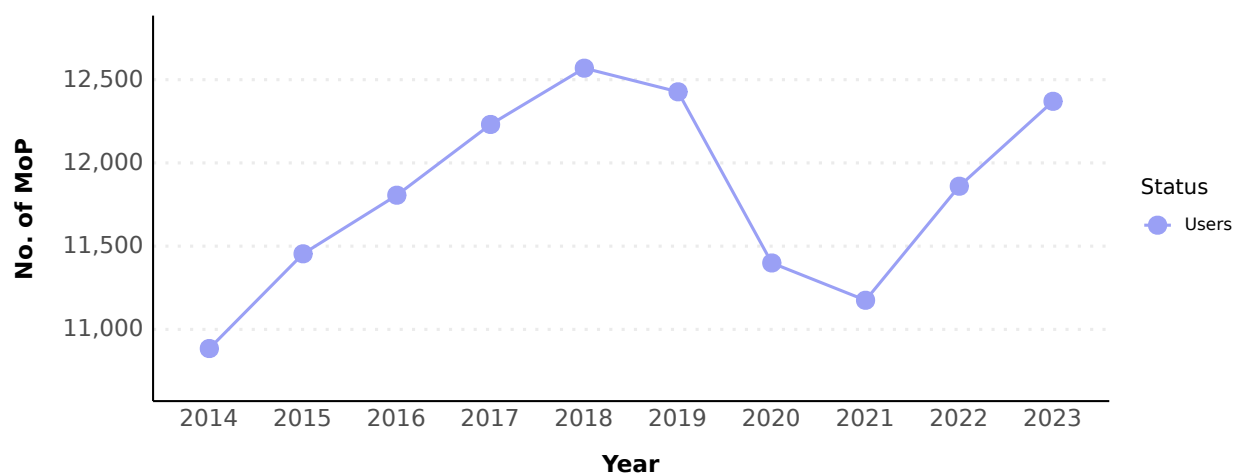


Figure 2b: Evolution in the Number of Users over the last 10 Years (2014 – 2023)



The scale has been adjusted for better readability.

2 Contractual Situation

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2023

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	12	73	85	25	81	106	126	662	788	2,302	8,150	10,452
	%	14.1	85.9	3.2	23.6	76.4	10.6	16.0	84.0	52.1	22.0	78.0	84.5
2 Scientific & Eng. work	HC	164	1,099	1,263	180	488	668	157	421	578	163	1,116	1,279
	%	13.0	87.0	47.4	26.9	73.1	66.7	27.2	72.8	38.2	12.7	87.3	10.3
3 Technical work	HC	61	748	809	20	120	140	8	38	46	58	498	556
	%	7.5	92.5	30.3	14.3	85.7	14.0	17.4	82.6	3.0	10.4	89.6	4.5
4 Manual work	HC	3	47	50				2	15	17		2	2
	%	6.0	94.0	1.9				11.8	88.2	1.1		100.0	
5a Prof. Admin. work	HC	103	81	184	52	14	66	26	20	46	58	17	75
	%	56.0	44.0	6.9	78.8	21.2	6.6	56.5	43.5	3.0	77.3	22.7	0.6
5b/5c Office and Admin. work	HC	234	41	275	15	7	22	29	9	38	5	1	6
	%	85.1	14.9	10.3	68.2	31.8	2.2	76.3	23.7	2.5	83.3	16.7	
Total		577	2,089	2,666	292	710	1,002	348	1,165	1,513	2,586	9,784	12,370
		%	21.6	78.4	100.0	29.1	70.9	100.0	23.0	77.0	100.0	20.9	79.1

Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2023

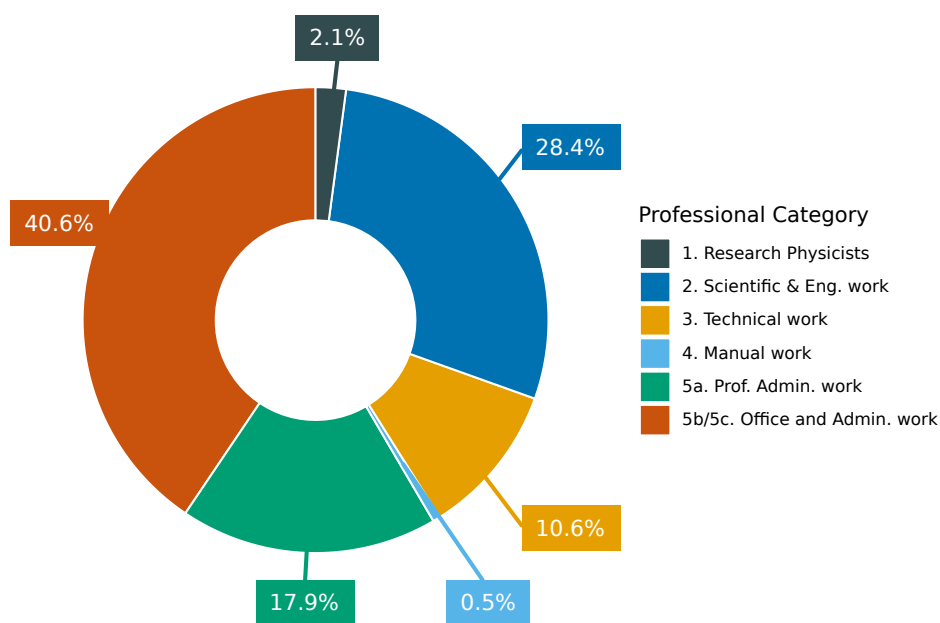
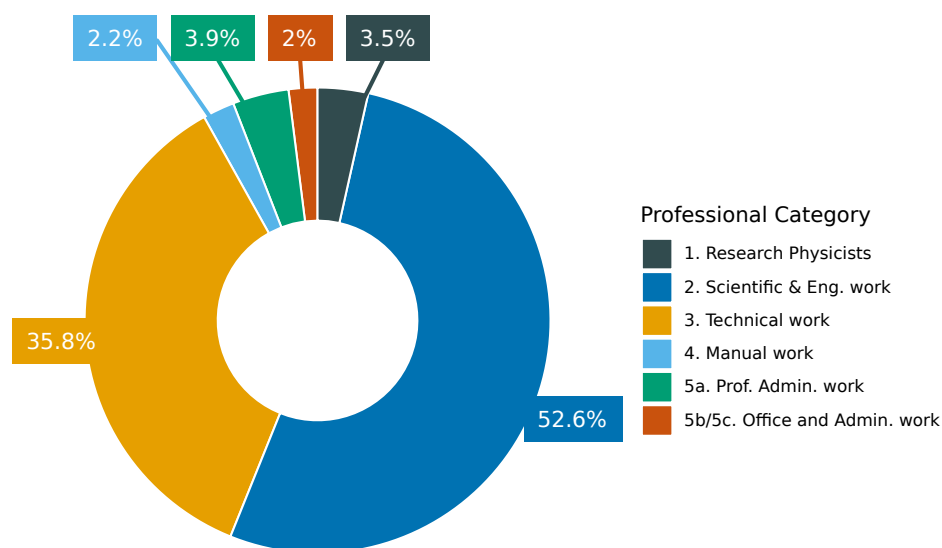
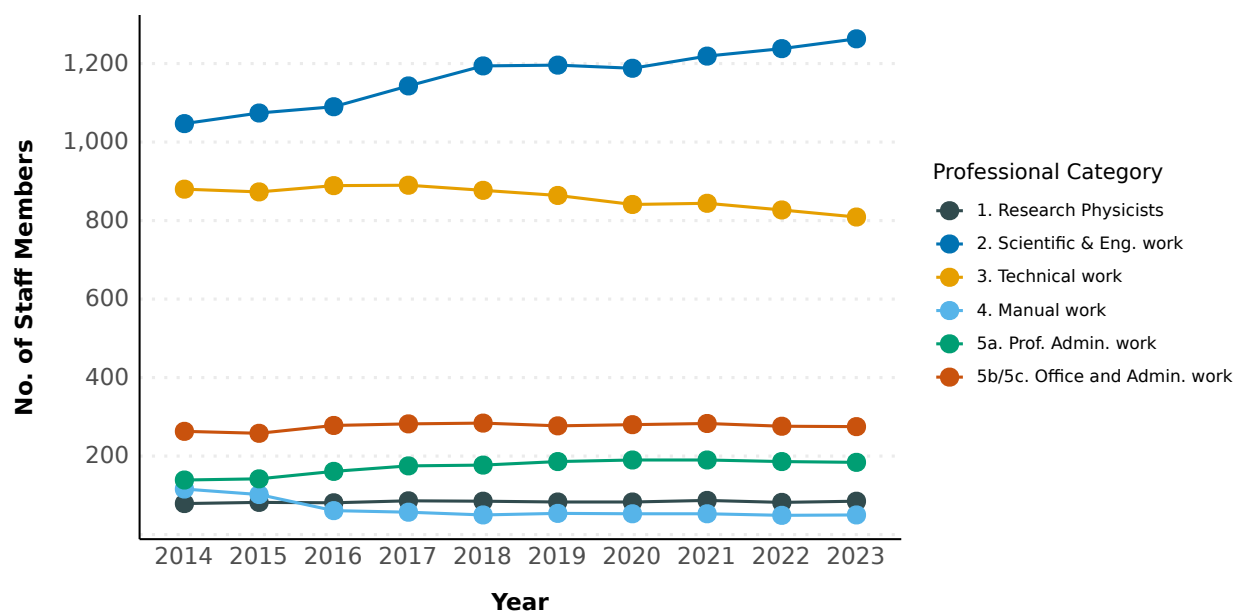


Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2023**Table 4:** Staff Members by Professional Category over the last 10 Years (2014 – 2023)

Professional Category	Year									
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
1 Research Physicists	79	82	81	86	85	83	83	87	82	85
2 Scientific & Eng. work	1,047	1,074	1,090	1,143	1,194	1,196	1,188	1,219	1,238	1,263
3 Technical work	880	873	889	890	877	864	841	844	827	809
4 Manual work	116	102	61	57	50	54	53	53	49	50
5a Prof. Admin. work	139	142	161	175	177	186	190	190	186	184
5b/5c Office and Admin. work	263	258	278	282	284	277	280	283	276	275
Total	2,524	2,531	2,560	2,633	2,667	2,660	2,635	2,676	2,658	2,666

Figure 4: Staff Members by Professional Category over the last 10 Years (2014 – 2023)**Table 5:** Staff Members by Professional Category and Benchmark Job Range – 31.12.2023

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)				49			49	1.8
3-4-(5)			445			160	605	22.7
4-5-(6)			364			114	478	17.9
6-7-(8)	62	1,083			160		1,305	48.9
9-(10)	23	180			24		227	8.5
Total	85	1,263	809	50	184	275	2,666	100.0

Table 6: Staff Members by Professional Category and Type of Contract – 31.12.2023

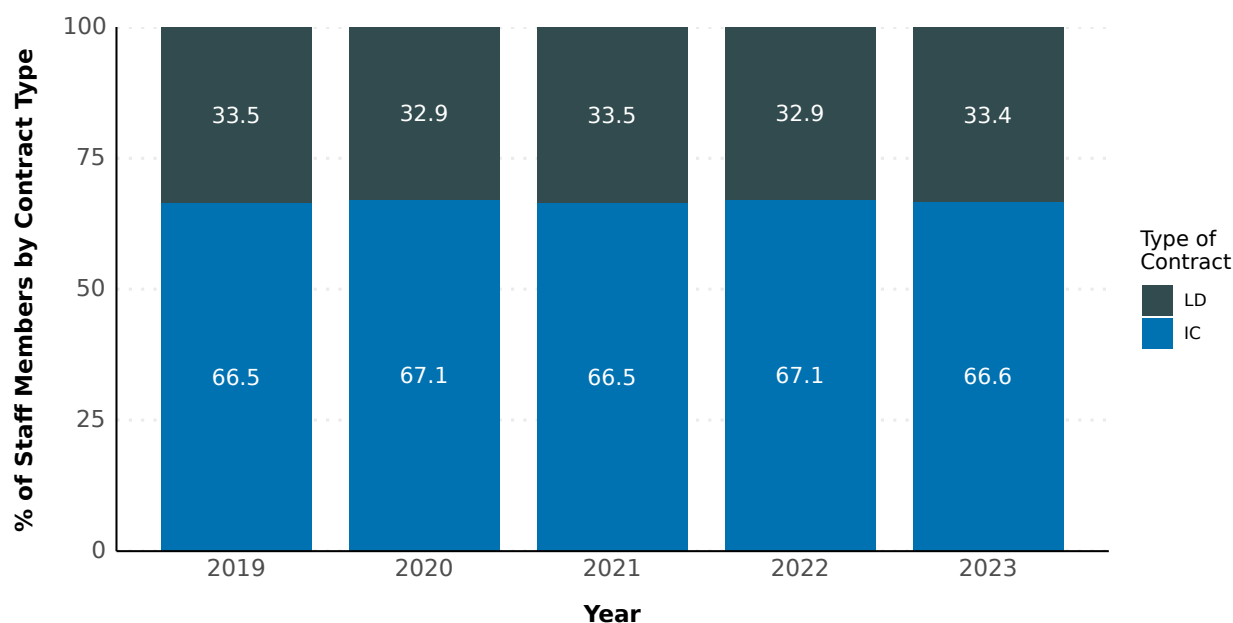
Professional Category		Type of Contract				Grand Total	
		Limited Duration Contract		Indefinite Contract			
		HC	%	HC	%	HC	%
1	Research Physicists	42	49.4	43	50.6	85	3.2
2	Scientific & Eng. work	401	31.7	862	68.3	1,263	47.4
3	Technical work	255	31.5	554	68.5	809	30.3
4	Manual work	33	66.0	17	34.0	50	1.9
5a	Prof. Admin. work	55	29.9	129	70.1	184	6.9
5b/5c	Office and Admin. work	105	38.2	170	61.8	275	10.3
Total		891	33.4	1,775	66.6	2,666	100.0

Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2019 – 2023)

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	%	
2019	LD IC	41	49.4	375	31.4	276	31.9	37	68.5	58	31.2	105	37.9	892	33.5	2,660
		42	50.6	821	68.6	588	68.1	17	31.5	128	68.8	172	62.1	1,768	66.5	
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	

Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2023 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	
	21	18		3	5	47

Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2019 – 2023)**Table 9:** Staff Members with LD Extensions by Professional Category as of 31.12.2023

	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 31.12.2022 *	6	70	44	1	9	9	139
No. of extended as of 31.12.2023 **	3	58	37	1	9	6	114

* Staff Members on LD contracts in their 5th year on 31st December 2022.

** Staff Members on LD contracts in their 6th year on 31st December 2023.

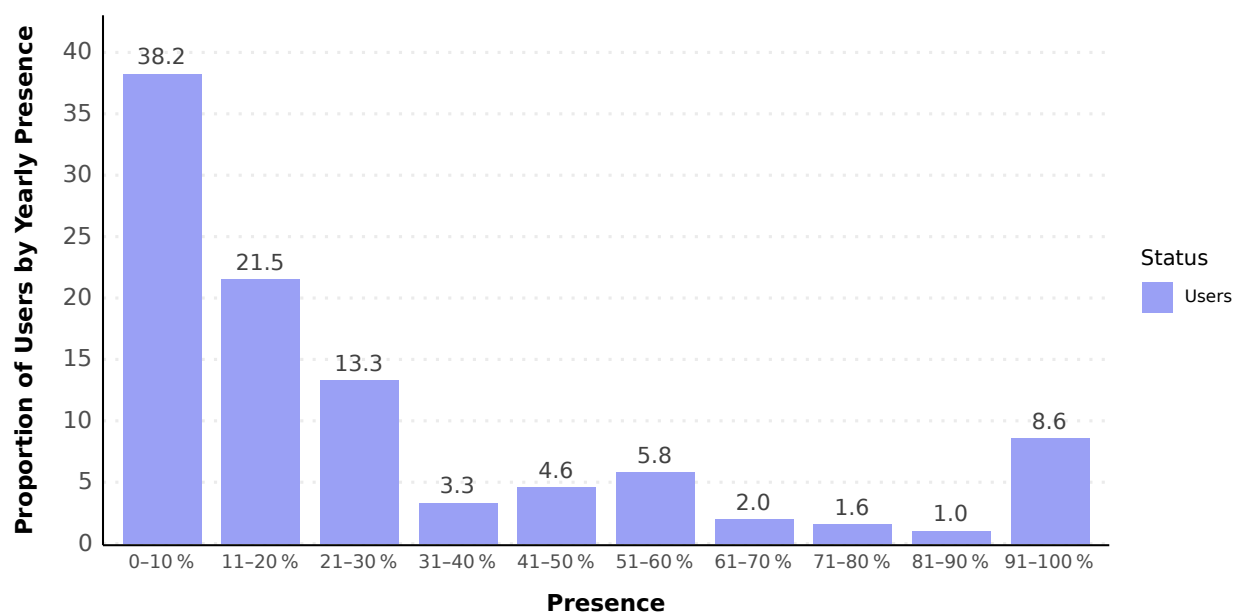
Table 10: Number of Fellows and Graduates by Funding Scheme – 31.12.2023

Category		
	HC	%
CERN	989	98.7
EU Pay Programmes	13	1.3
Total	1002	100.0

Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2023

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 %	3,960	527	210		32	2	4,731
11–20 %	2,286	254	117	1	6	1	2,665
21–30 %	1,424	140	77	1	3		1,645
31–40 %	372	25	14		1	1	413
41–50 %	473	58	26		10	1	568
51–60 %	630	62	24		5		721
61–70 %	196	25	25		1		247
71–80 %	162	17	13				192
81–90 %	115	8	5		1		129
91–100 %	834	163	45		16	1	1,059
Total	10,452	1,279	556	2	75	6	12,370
%	84.5	10.3	4.5	<0.1	0.6	<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 – 31.12.2023

3 Working Conditions

Table 12: Staff Members by Professional Category and Weekly Working Hours* – 31.12.2023

Working Hours	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
<i>Weekly</i>	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
20		21	6		6	5	38	1.4
24	1	7	2		1		11	0.4
28		5	2			1	8	0.3
30		1	1				2	0.1
32	2	15	8		2	9	36	1.4
34			1				1	<0.1
35						1	1	<0.1
36		10	7		4	10	31	1.2
38						1	1	<0.1
40	82	1,204	782	50	171	248	2,537	95.2
Total	85	1,263	809	50	184	275	2,666	
%	3.2	47.4	30.3	1.9	6.9	10.3		100.0

*Including 34 Staff Members in a pre-retirement programme.

Table 13a: Telework (as % of total days worked) taken during 2023 by Staff Members in post on 31.12.2023 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)												Total	Teleworked
		0%		(0–20]%		(20–40]%		(40–60]%		(60–80]%		>80%			
		F	M	F	M	F	M	F	M	F	M	F	M	HC	% of HC
1	Research Physicists	1	17	10	53	1	3							85	78.8
2	Scientific & Eng. work	4	108	112	711	39	218	9	58	2		2		1,263	91.1
3	Technical work	11	279	40	389	9	57	1	20	3			809		64.2
4	Manual work	3	44	3									50		6.0
5a	Prof. Admin. work	2	3	42	43	50	27	7	8	2		184			97.3
5b/5c	Office & Admin. work	13	8	98	22	82	8	37	3	2		2		275	92.4
Total		34	459	302	1,221	181	313	54	89	4	5	2	2	2,666	81.5
% Total		1.3	17.2	11.3	45.8	6.8	11.7	2.0	3.3	0.2	0.2	0.1	0.1	100.00	

Table 13b: Telework (as % of total days worked) taken during 2023 by Graduates and Fellows in post on 31.12.2023 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)												Total	Teleworked
		0%		(0–20]%		(20–40]%		(40–60]%		(60–80]%		>80%			
		F	M	F	M	F	M	F	M	F	M	F	M	HC	% of HC
1	Research Physicists	10	16	15	51	14								106	75.5
2	Scientific & Eng. work	19	58	113	302	42	107	6	21					668	88.5
3	Technical work	2	47	13	55	4	13	1	5					140	65.0
4	Manual work														
5a	Prof. Admin. work	1		26	11	21	2	5						66	98.5
5b/5c	Office & Admin. work			9	4	6	3							22	100.0
Total		31	122	176	423	73	139	12	26					1,002	84.7
% Total		3.1	12.2	17.6	42.2	7.3	13.9	1.2	2.6	NA	NA	NA	NA	100.00	

Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2023

Gender		Saved Leave					Grand Total
		No Slices Taken	1 Slice (5.5 days)	2 Slices (11 days)	3 Slices (16.5 days)	4 Slices (22 days)	
Female	HC	226	113	52	29	157	577
	%	39.2	19.6	9.0	5.0	27.2	100.0
Male	HC	1,025	578	182	53	251	2,089
	%	49.1	27.7	8.7	2.5	12.0	100.0
Total		1,251	691	234	82	408	2,666
% Total		46.9	25.9	8.8	3.1	15.3	100.0

4 Age and Seniority

Table 15: Staff Members by Age Range over the period 2013 – 2023

Age Range	Year		
	2013	2018	2023
≤25	26	11	8
26–30	139	143	104
31–35	381	345	324
36–40	427	450	391
41–45	450	440	415
46–50	420	441	398
51–55	323	407	429
56–60	232	306	393
61–65	114	124	203
>65	1		1
Total	2,513	2,667	2,666

Figure 7: Staff Members by Age Range over the period 2013 – 2023

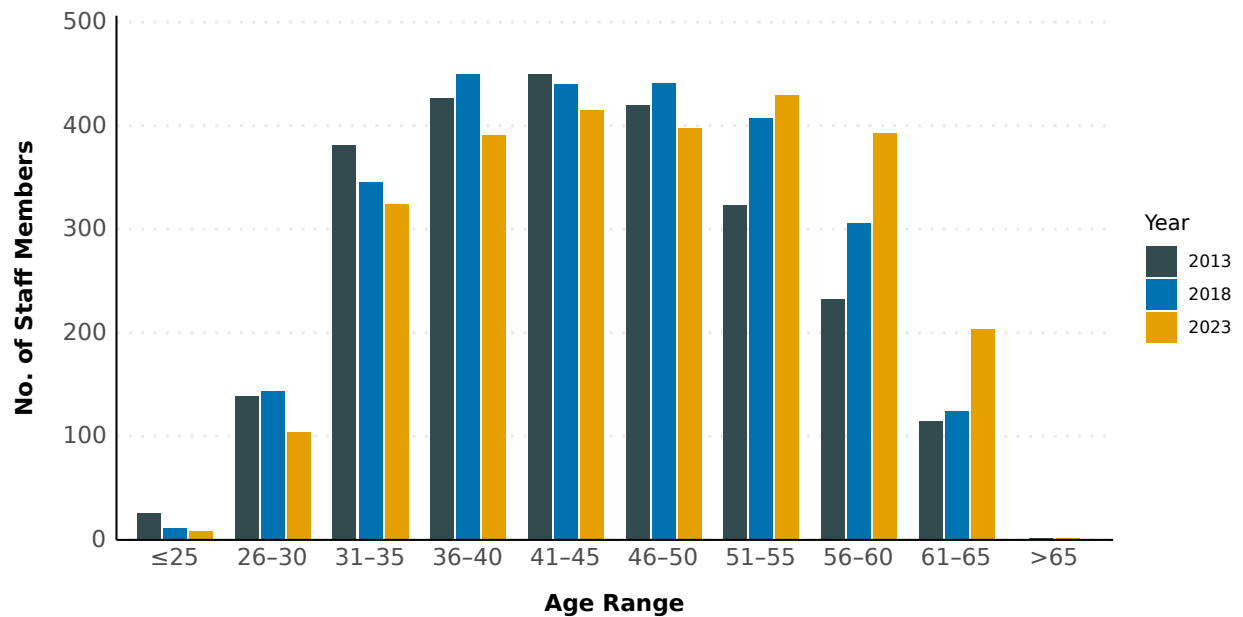


Table 16: Staff Members by Age Range and Professional Category – 31.12.2023

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	7				8	0.3
26–30		38	47	2		17	104	3.9
31–35	18	162	94	4	9	37	324	12.2
36–40	23	191	100	16	27	34	391	14.7
41–45	8	189	139	10	25	44	415	15.6
46–50	7	179	129	8	30	45	398	14.9
51–55	8	188	136	5	42	50	429	16.1
56–60	8	201	113	5	35	31	393	14.7
61–65	13	113	44		16	17	203	7.6
>65		1					1	
Total	85	1,263	809	50	184	275	2,666	100.0
Average Age	45.2	46.9	45.8	43.1	49.4	45.7	46.5	

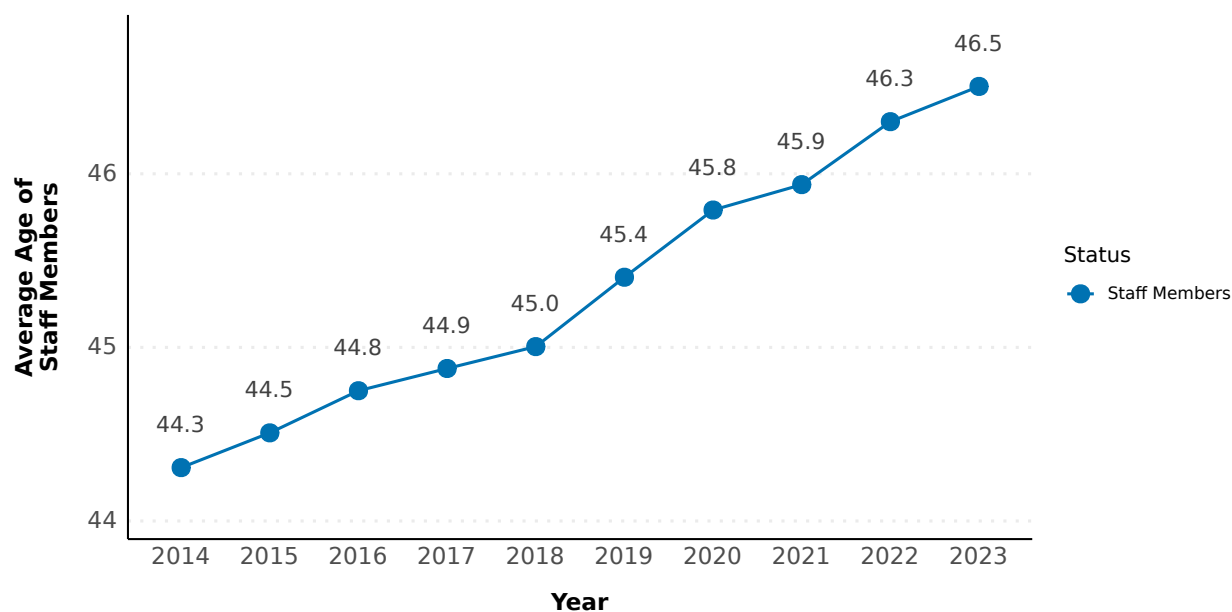
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2014 – 2023)

Table 17: Staff Members by Professional Category and Years of Service – 31.12.2023

Completed Years of Service in 2023	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	43	266	174	29	38	73	623	23.4
5–9	11	234	133	7	36	50	471	17.7
10–14	7	174	127	1	24	24	357	13.4
15–19	5	146	163	8	21	75	418	15.7
20–24	6	162	93	3	17	21	302	11.3
25–29	8	188	62	1	27	13	299	11.2
30–34	5	61	39	1	13	11	130	4.9
≥35		32	18		8	8	66	2.5
Total	85	1,263	809	50	184	275	2,666	100.0
Average Years of Service	9.8	14.6	13.8	7.5	15.3	13.0	13.9	

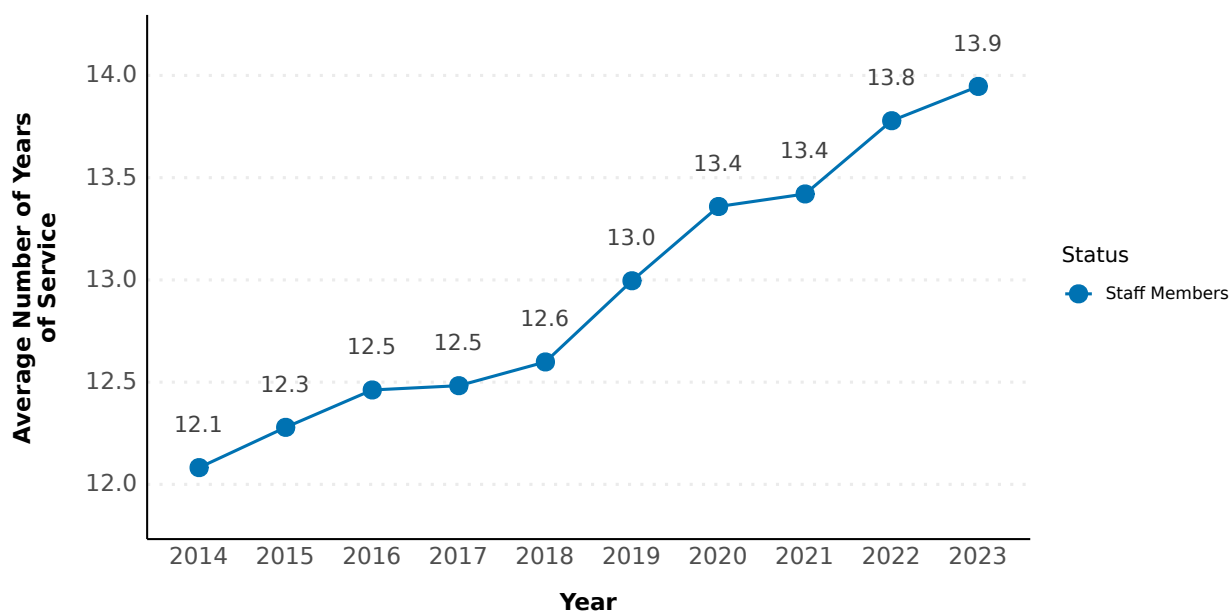
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2014 – 2023)

Table 18a: Staff Members by Years of Service, Type of Contract and Work Time – 31.12.2023

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	613	5	618	5		5	623	23.4
5–9	269	4	273	196	2	198	471	17.7
10–14				347	10	357	357	13.4
15–19				395	23	418	418	15.7
20–24				286	16	302	302	11.3
25–29				268	31	299	299	11.2
30–34				117	13	130	130	4.9
≥35				41	25	66	66	2.5
Total	882	9	891	1,655	120	1,775	2,666	100.0

Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2023

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	6	70	35	7	9	18	145	16.3
1	8	57	38	7	5	9	124	13.9
2	12	62	44	4	7	20	149	16.7
3	8	42	26	2	5	16	99	11.1
4	4	35	31	9	12	10	101	11.3
5	3	58	37	1	9	6	114	12.8
6		54	30	3	4	16	107	12.0
7	1	23	14		4	10	52	5.8
Total	42	401	255	33	55	105	891	100.0

Table 19: Graduates, Fellows and MPAs by Age Range – 31.12.2023

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	%	HC	%
≤25	228	22.8	36	10.3	7	1.1	234	44.7	1,103	8.9	1,608	10.8
26–30	459	45.8	80	23.0	27	4.2	244	46.7	2,316	18.7	3,126	21.0
31–35	256	25.5	48	13.8	48	7.5	40	7.6	1,491	12.1	1,883	12.7
36–40	50	5.0	35	10.1	81	12.6	4	0.8	1,257	10.2	1,427	9.6
41–45	8	0.8	34	9.8	93	14.5			1,130	9.1	1,265	8.5
46–50	1	0.1	26	7.5	78	12.1	1	0.2	1,062	8.6	1,168	7.8
51–55			28	8.0	78	12.1			1,037	8.4	1,143	7.7
56–60			23	6.6	71	11.1			1,014	8.2	1,108	7.4
61–65			20	5.7	63	9.8			836	6.8	919	6.2
>65			18	5.2	96	15.0			1,124	9.1	1,238	8.3
Total	1,002	100.0	348	100.0	642	100.0	523	100.0	12,370	100.0	14,885	100.0

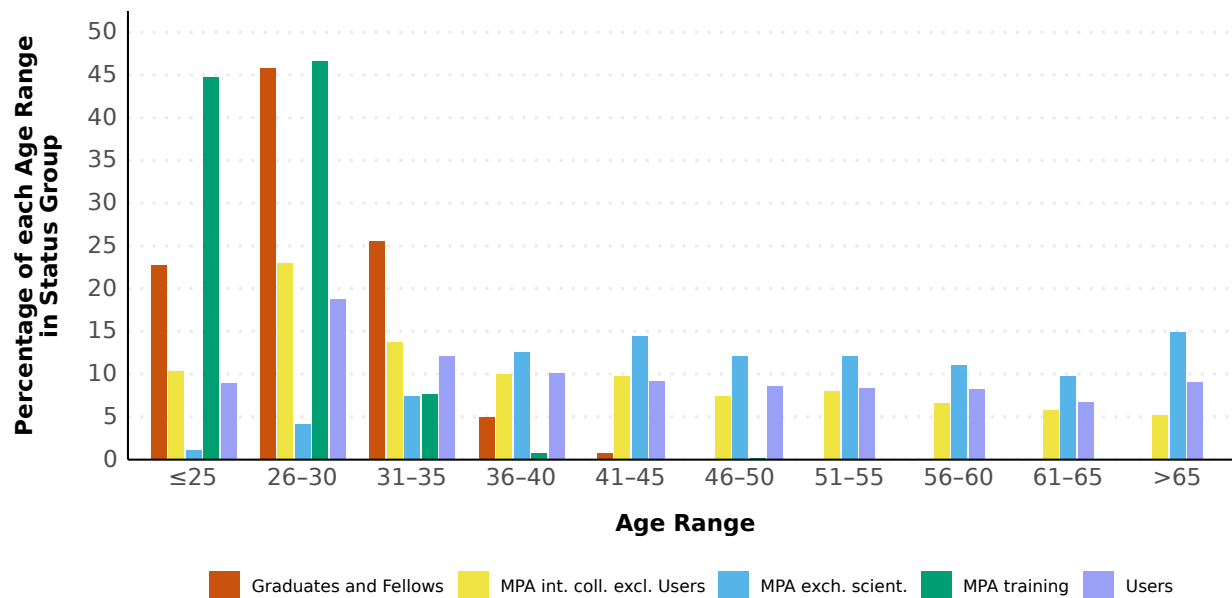
Figure 10: Graduates, Fellows and MPAs by Age Range – 31.12.2023

Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2023

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	38.0	37.0	36.6	39.1	42.8	37.5	37.5
	IC	52.2	51.5	50.0	50.9	52.2	50.8	51.0
Graduates and Fellows		32.5	28.9	25.6		29.4	25.7	28.8
MPA int. coll.		42.8	44.2	47.5	58.0	44.5	36.6	43.2
MPA exch. scient.		50.9	49.1			53.0		50.8
MPA training		24.8	26.4	22.8	18.1	26.5	24.5	25.9

Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2019 – 2023)

Age Range	Year				
	2019	2020	2021	2022	2023
≤25	1,245	713	650	985	1,103
26–30	2,247	2,056	1,966	2,101	2,316
31–35	1,613	1,477	1,413	1,435	1,491
36–40	1,254	1,194	1,192	1,236	1,257
41–45	1,112	1,056	1,049	1,081	1,130
46–50	1,078	1,055	1,010	1,026	1,062
51–55	1,083	1,023	1,046	1,047	1,037
56–60	987	1,005	986	1,019	1,014
61–65	767	755	762	798	836
>65	1,041	1,065	1,101	1,132	1,124
Total	12,427	11,399	11,175	11,860	12,370

5 Gender

Table 22a: Number of MPEs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2023

Dept.	Status						Grand Total		
	Staff Members			Graduates and Fellows			Total MPE		
	F	M	% F	F	M	% F	F	M	% F
ATS	9	23	28.1	6	7	46.2	15	30	33.3
BE	39	275	12.4	26	99	20.8	65	374	14.8
DG	26	12	68.4	1	2	33.3	27	14	65.9
EN	42	293	12.5	27	52	34.2	69	345	16.7
EP	93	429	17.8	63	177	26.2	156	606	20.5
FAP	40	42	48.8	9	17	34.6	49	59	45.4
HR	64	10	86.5	4	2	66.7	68	12	85.0
HSE	38	128	22.9	12	27	30.8	50	155	24.4
IPT	23	30	43.4	17	8	68.0	40	38	51.3
IR	34	20	63.0	22	6	78.6	56	26	68.3
IT	32	176	15.4	26	64	28.9	58	240	19.5
PF	12	7	63.2	2	3	40.0	14	10	58.3
RCS	9	14	39.1	3	4	42.9	12	18	40.0
SCE	31	67	31.6	13	12	52.0	44	79	35.8
SY	41	275	13.0	29	100	22.5	70	375	15.7
TE	38	273	12.2	27	92	22.7	65	365	15.1
TH	6	15	28.6	5	38	11.6	11	53	17.2
Total	577	2,089	21.6	292	710	29.1	869	2,799	23.7

Table 22b: Number of MPAs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2023

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	6	45.5		6		2	5	28.6	7	17	29.2
BE	9	41	18.0	7	40	14.9	33	65	33.7	49	146	25.1
DG					8						8	
EN	1	4	20.0				2	9	18.2	3	13	18.8
EP	2,586	9,856	20.8	13	41	24.1	62	143	30.2	2,661	10,040	21.0
FAP	1	9	10.0					4		1	13	7.1
HR							4			4		
HSE	5	3	62.5	3	5	37.5	2	7	22.2	10	15	40.0
IPT	1						1	1	50.0	2	1	66.7
IR	3	2	60.0	1			15	5	75.0	19	7	73.1
IT	17	47	26.6				10	13	43.5	27	60	31.0
PF												
RCS	1	1	50.0	1	4	20.0	6	2	75.0	8	7	53.3
SCE	9	15	37.5							9	15	37.5
SY	7	19	26.9	5	21	19.2	20	45	30.8	32	85	27.4
TE	9	40	18.4		3		16	51	23.9	25	94	21.0
TH	5	16	23.8	72	412	14.9				77	428	15.2
Total	2,659	10,059	20.9	102	540	15.9	173	350	33.1	2,934	10,949	21.1

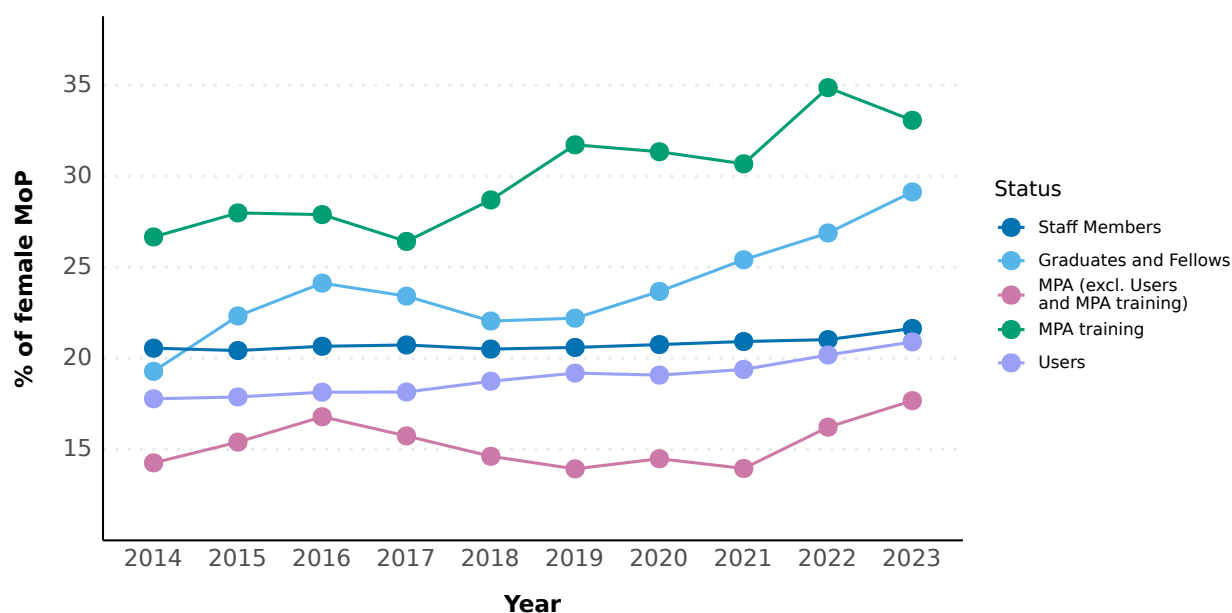
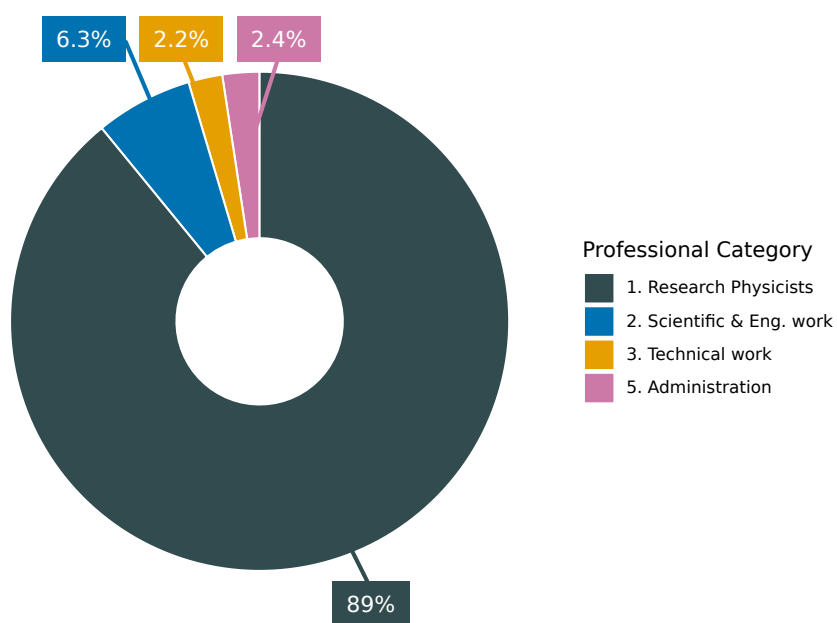
Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2014 – 2023)

Table 23: Staff Members by Gender and Type of Contract – 31.12.2023

Gender	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	% Gender
Female	210	36.4	367	63.6	577	21.6
Male	681	32.6	1,408	67.4	2,089	78.4
Total	891	33.4	1,775	66.6	2,666	100.0

Figure 12: Female Users by Professional Category – 31.12.2023

6 Nationality

Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2023

Nationality	International Benefits Status				Grand Total	
	International		Non-international			
	HC	%	HC	%	HC	%
AT	59	3.2			59	2.2
BE	97	5.3	3	0.4	100	3.8
BG	13	0.7			13	0.5
CH	71	3.9	128	15.5	199	7.5
CY	2	0.1			2	0.1
CZ	9	0.5	1	0.1	10	0.4
DE	163	8.9	3	0.4	166	6.2
DK	15	0.8	1	0.1	16	0.6
ES	173	9.4	13	1.6	186	7.0
FI	26	1.4	1	0.1	27	1.0
FR	315	17.1	636	77.1	951	35.7
GB	173	9.4	9	1.1	182	6.8
GR	66	3.6			66	2.5
HR	2	0.1			2	0.1
HU	14	0.8	1	0.1	15	0.6
IL	1	0.1			1	
IN	11	0.6			11	0.4
IT	311	16.9	17	2.1	328	12.3
LT	3	0.2			3	0.1
LV	2	0.1	2	0.2	4	0.2
NL	57	3.1	3	0.4	60	2.3
NO	14	0.8			14	0.5
PK	5	0.3			5	0.2
PL	94	5.1			94	3.5
PT	57	3.1	4	0.5	61	2.3
RO	23	1.2	1	0.1	24	0.9
RS	5	0.3			5	0.2
SE	25	1.4	1	0.1	26	1.0
SI	1	0.1			1	
SK	13	0.7	1	0.1	14	0.5
TR	7	0.4			7	0.3
UA	2	0.1			2	0.1
NMS	12	0.7			12	0.5
Total	1,841	100.0	825	100.0	2,666	100.0

Table 25: Staff Members by Nationality, Professional Category and Female representation – 31.12.2023

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	48	1	4			1	4	1	1
BE	1	3	3	50	2	23	2		6	14	7	8
BG			2	10		1			1	2		
CH		3	12	88	4	48	2		8	15	37	43
CY		1		1								
CZ			1	7		2					1	1
DE	2	16	6	115	1	12	5		5	10	6	8
DK		2		8		4			1	1	1	1
ES	1	3	24	117	8	43	1	6	6	7	9	10
FI		1	1	9		5	1	6		1	5	5
FR	1	5	36	229	26	490	18		41	65	116	144
GB	1	10	6	83	4	49	2		16	25	13	13
GR		2	7	44	2	11	1		1	3	5	5
HR				1		1						
HU			2	12		1					1	2
IL							1					
IN		1	2	6		2			1	2		
IT	4	21	35	234	2	44	3		4	13	13	13
LT				2							1	1
LV			1	2					1	1	1	1
NL		3		34	3	17			1	5	1	1
NO		1		3	1	6			1	3	1	1
PK			1	2		2				1		
PL	1	1	12	72	1	14			2	3	3	4
PT		2	4	41	1	10			5	6	1	2
RO				14	2	4	1				5	5
RS			1	3		2						
SE			1	13	1	5	1	3	2	3	2	2
SI						1						
SK				11							3	3
TR				1	1	6						
UA				1	1	1						
NMS	1	8		2		1					1	1
Total	12	85	164	1,263	61	809	3	50	103	184	234	275
											577	2,666

Table 26: Staff Members by Nationality, Grade and Female representation – 31.12.2023

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	1	2	3	12		11	3	16	2	13		2	10	59
BE			2				3	7	3	13	6	29	5	19	2	18		11		1	19	100
BG										1		4	2	4	1	4					3	13
CH			1	11	18		15	34	13	31	7	30	6	35	8	34	1	13		3	61	199
CY												1							1			2
CZ				1	2			1			1	5		2							2	10
DE			2	1	1		4	13	2	5	6	38	4	40	2	32	1	31		4	20	166
DK					1		1	1		1		5		5		1		1	1	1	2	16
ES			1	3	6	19	8	21	2	14	12	53	11	41	6	25	2	7	1	3	49	186
FI			1	5	1	2	1	3	2	5	2	7				3		2			7	27
FR				8	25	112	72	271	33	222	36	146	23	84	22	76	8	28	1	4	220	951
GB					2	17	3	12	10	28	11	47	5	22	6	31	2	18	1	7	40	182
GR				1	5	6	2	6		4	6	30	1	9		5		3	1	2	15	66
HR								1				1										2
HU							1	2		1		4	1	7			1	1			3	15
IL			1																			1
IN					1					1	2	7				1	1	1			3	11
IT					2	9	8	24	3	19	19	99	8	67	11	58	6	41	1	11	58	328
LT				1	1							2									1	3
LV				1	1						2	3									3	4
NL					2	2		1	2	13		15		10	1	13		6			5	60
NO						1		3	1	2	2	3		1		3			1		3	14
PK						1		1			1	2		1							1	5
PL					1	4		10	3	4	9	42	4	19	1	13	1	1	1		19	94
PT					1		1	5	1	5	5	28	1	11	2	9	1	2			11	61
RO			1	1	1		4	6	2	2		9		4		1					7	24
RS					1					1	1	2		1							1	5
SE			1	2		3	2	3	1	2		1	2	4	1	7		4			7	26
SI										1												1
SK					1	1	2	2				1		4		6					3	14
TR							1	5		1		1									1	7
UA					1	1								1							1	2
NMS					1	1		1			1	7		2			1				2	12
Total	0	0	3	26	63	208	129	435	79	378	132	634	73	404	66	356	26	184	6	41	577	2,666

Table 27: Staff Members by Nationality, Benchmark Job Range and Female representation – 31.12.2023

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	F	Total
AT						2	2	3	6	39	2	15	10	59
BE				2		2	6	7	10	54		13	19	100
BG								1	3	12			3	13
CH				2		22	45	19	19	90	1	16	61	199
CY										1		1		2
CZ						1	3		1	7			2	10
DE				5		3	6	4	12	106	1	35	20	166
DK						1	2			9	1	2	2	16
ES			1	6		8	27	9	28	117	3	10	49	186
FI			1	6		2	3	3	1	9		2	7	27
FR		2		17		87	402	55	69	267	9	32	220	951
GB				2		10	34	7	20	93	3	25	40	182
GR				1		5	8	2	7	44	1	5	15	66
HR								1		1				2
HU						1	1		1	11	1	1	3	15
IL				1										1
IN							1	1	2	8	1	1	3	11
IT				3		6	26	9	36	215	7	53	58	328
LT						1	1			2			1	3
LV						1	1		2	3			3	4
NL						3	7	1	1	36		6	5	60
NO							2	2	1	6		1	3	14
PK							1	1	1	3			1	5
PL						1	8	3	14	74	1	2	19	94
PT							6	2	8	47	1	2	11	61
RO				1		3	4	4		14			7	24
RS							1	1	1	3			1	5
SE			1	3		1	4	2	3	12		4	7	26
SI								1						1
SK						1	1	2		11			3	14
TR								1		1			1	7
UA						1	1			1			1	2
NMS						1	2		1	9		1	2	12
Total	0	2	3	49	161	605	134	478	247	1,305	32	227	577	2,666

Table 28: Members of the Personnel other than Staff by Nationality and Status – 31.12.2023

Nationality	Graduates and Fellows		MPA (excl. Users and MPA training)		MPA training		Users		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	12	1.2	9	0.9	29	5.5	98	0.8	148	1.0
BE	10	1.0	10	1.0	7	1.3	99	0.8	126	0.8
BG	7	0.7	13	1.3	2	0.4	79	0.6	101	0.7
CH	32	3.2	59	6.0	24	4.6	207	1.7	322	2.2
CY	1	0.1	2	0.2			22	0.2	25	0.2
CZ	13	1.3	11	1.1	10	1.9	219	1.8	253	1.7
DE	76	7.6	96	9.7	65	12.4	1,146	9.3	1,383	9.3
DK	6	0.6	4	0.4	9	1.7	49	0.4	68	0.5
EE	4	0.4			1	0.2	20	0.2	25	0.2
ES	123	12.3	78	7.9	37	7.1	467	3.8	705	4.7
FI	8	0.8	5	0.5	4	0.8	78	0.6	95	0.6
FR	117	11.7	69	7.0	27	5.2	768	6.2	981	6.6
GB	55	5.5	54	5.5	17	3.3	681	5.5	807	5.4
GR	74	7.4	30	3.0	26	5.0	223	1.8	353	2.4
HR	4	0.4	4	0.4	2	0.4	45	0.4	55	0.4
HU	8	0.8	3	0.3	8	1.5	83	0.7	102	0.7
IL	1	0.1	7	0.7			53	0.4	61	0.4
IN	38	3.8	19	1.9	15	2.9	431	3.5	503	3.4
IT	136	13.6	211	21.3	105	20.1	1,981	16.0	2,433	16.3
LT	3	0.3	1	0.1			25	0.2	29	0.2
LV	1	0.1	3	0.3	5	1.0	18	0.1	27	0.2
NL	13	1.3	6	0.6	16	3.1	153	1.2	188	1.3
NO	21	2.1	5	0.5	20	3.8	56	0.5	102	0.7
PK	12	1.2	12	1.2	3	0.6	63	0.5	90	0.6
PL	67	6.7	48	4.8	33	6.3	338	2.7	486	3.3
PT	50	5.0	23	2.3	17	3.3	120	1.0	210	1.4
RO	8	0.8	4	0.4	10	1.9	143	1.2	165	1.1
RS	10	1.0	2	0.2	8	1.5	48	0.4	68	0.5
SE	10	1.0	9	0.9	5	1.0	69	0.6	93	0.6
SI	2	0.2	3	0.3	2	0.4	37	0.3	44	0.3
SK	15	1.5	3	0.3	2	0.4	116	0.9	136	0.9
TR	15	1.5	3	0.3	2	0.4	171	1.4	191	1.3
UA	8	0.8	6	0.6	5	1.0	94	0.8	113	0.8
NMS	42	4.2	178	18.0	7	1.3	4,170	33.7	4,397	29.5
Total	1,002	100.0	990	100.0	523	100.0	12,370	100.0	14,885	100.0
%	6.7		6.7		3.5		83.1		100.0	

Table 29a: Users by Nationality and Experiment/Programme – 31.12.2023

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	18	34	2	2		13	7	12	4	1	5	98
BE	12	51		3	1	3	1	22	1	1	4	99
BG	5	30	11	5	8		1	12	2	3	2	79
CH	54	60	5	21	13	6	5	2	10	13	18	207
CY		14	1	2		2	1	1	1			22
CZ	121	3	24	1	26	4		2	4	11	23	219
DE	358	207	125	77	93	47	23	83	65	20	48	1,146
DK	8	2	22	3	3		2	7		1	1	49
EE		12				4		1			3	20
ES	119	96	11	70	5	31	2	40	32	28	33	467
FI	4	37	5	1	1	6	1	13	1		9	78
FR	236	130	86	62	24	6	23	43	46	53	59	768
GB	295	91	15	107	14	8	15	54	13	47	22	681
GR	84	68	11	4	2	14		9	8	6	17	223
HR	5	18	10		1	2		2	1	3	3	45
HU	9	37	20		6		1	5	1		4	83
IL	40	3		1	1		1			2	5	53
IN	85	173	98	19	15	7		7	6	14	7	431
IT	438	542	191	200	124	41	29	48	149	118	101	1,981
LT	4	14	1	2			1				3	25
LV	1	15					1	1				18
NL	53	13	21	37	2	1	3	6	7	3	7	153
NO	26	1	23	1				4			1	56
PK	15	29	10	2	2			1	2	1	1	63
PL	59	41	47	37	69	3	18	38	6	11	9	338
PT	36	10	1	4	10	10	1	19	13	10	6	120
RO	47	8	32	11	10	7		17	2	6	3	143
RS	12	18	1	1	6			2	1	2	5	48
SE	31	5	7	4			1	12	1	1	7	69
SI	23	3		5	1				4		1	37
SK	40	3	34	1	12		1	15	4	6		116
TR	39	84	6	4	7			3	4	3	21	171
UA	17	28	9	17	9			4	4	1	5	94
NMS	1,365	1,211	404	278	216	38	52	96	199	210	101	4,170
Total	3,659	3,091	1,233	982	681	253	190	581	591	575	534	12,370

Table 29b: Non-Member States Users by Nationality and Experiment/Programme
Top 10 Nationalities – 31.12.2023

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	353	435	51	26	21	7	12	18	37	131	12	1,103
RU	256	207	125	102	119	11	1	9	17	13	26	886
CN	228	120	45	79	15	7	1	14	105	16	6	636
JP	111	6	39	2	22	2	7	2	15	5	19	230
KR	9	108	50	1	3		6	3	1	1	6	188
BR	44	47	13	27		1	5	1	1	8	4	151
CA	87	14	1	1	6		13	5	3	5	7	142
MX	4	39	23	1	6	1		2	1	3	2	82
GE	31	20	2									53
TW	16	29		2					3	2	1	53
Total	1,139	1,025	349	241	192	29	45	54	183	184	83	3,524

Table 30a: Users by Country of Institute and Experiment/Programme – 31.12.2023

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	6	31	5			13	12	10	5		4	86
BE		78			3	4		42	1	1		129
BG		21	10		5			7	2		1	46
CH	67	122		56	14	12	8	7	47	30	56	419
CY		12				2						14
CZ	131		31		33	6		6	4	15	26	252
DE	435	229	165	87	112	48	17	80	65	11	47	1,296
DK	9		24		4		3	7				47
EE		20			1	5					3	29
ES	101	86		63	2	33		36	33	26	33	413
FI		36	10			17		16	2		7	88
FR	251	131	95	86	17	6	23	53	46	65	69	842
GB	399	109	17	184	20	6	22	65	20	86	22	950
GR	41	39	5		1	13		3	5	1	4	112
HR		19	8		1	2		2		4	1	37
HU	1	43	20	2	7			3			4	80
IL	62				1		1			3	7	74
IN		69	69		5			2				145
IT	303	423	182	160	124	37	29	38	133	94	86	1,609
LT		14									3	17
LV		19					1	1				21
NL	65	3	25	51	1		1	4	6	3	8	167
NO	36	1	32		1		1	6				77
PK	4	17	9									30
PL	54	32	49	38	78	4	18	32	5	3	9	322
PT	26	14			12	9		21	12	7	4	105
RO	43		25	9	7	6		17	1	2	3	113
RS	10	15			6			2		1	4	38
SE	48		17	3		3	1	16			18	106
SI	18			5					3			26
SK	24		23		4			13	3			67
TR	26	67	2		4			3	5	1	21	129
UA		10	7	6	1			2		1		27
NMS	1,499	1,431	403	232	217	27	53	87	193	221	94	4,457
Total	3,659	3,091	1,233	982	681	253	190	581	591	575	534	12,370

Table 30b: Non-Member States Users by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2023

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	678	847	84	42	31	12	6	27	73	188	19	2,007
RU	231	170	113	90	126	13		5		9	22	779
CN	134	74	36	61	9			10	88	1	1	414
JP	107		42		20	2	9	2	15	4	18	219
CA	135				9		28	11	6	3	14	206
KR		100	51		3		6	3			5	168
BR	32	49	15	24			4	2		7	2	135
ZA	34		11					16				61
MX		26	22		5			1	2			56
TW	12	32			2				6			52
Total	1,363	1,298	374	217	205	27	53	77	190	212	81	4,097

Table 31a: Users by Nationality over the last 10 Years (2014 – 2023)

Nationality	Year									
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
AT	94	95	96	107	99	100	86	80	89	98
BE	112	117	117	112	112	114	96	91	98	99
BG	77	80	78	82	78	72	64	66	74	79
CH	189	190	193	197	200	204	194	196	201	207
CY			23	24	22	21	19	12	21	22
CZ	223	216	227	240	238	221	202	206	218	219
DE	1,145	1,194	1,206	1,235	1,255	1,208	1,107	1,048	1,104	1,146
DK	57	52	60	63	59	50	41	41	51	49
EE								13	20	20
ES	343	351	372	388	421	411	386	386	441	467
FI	81	94	103	98	98	72	71	67	79	78
FR	764	789	787	787	778	774	756	762	780	768
GB	655	651	671	706	746	736	673	645	656	681
GR	171	189	198	209	210	221	211	214	213	223
HR						46	42	39	46	45
HU	70	70	68	67	68	78	72	71	74	83
IL	55	54	52	54	57	58	51	54	48	53
IN				332	354	370	327	327	374	431
IT	1,728	1,761	1,813	1,832	1,896	1,887	1,741	1,798	1,906	1,981
LT					38	31	23	22	23	25
LV								13	16	18
NL	146	153	154	154	166	169	154	148	158	153
NO	60	59	58	61	64	62	53	49	55	56
PK		54	54	62	66	63	59	52	67	63
PL	258	277	285	316	330	317	292	298	316	338
PT	102	105	106	109	106	97	86	98	111	120
RO	125	134	125	131	131	145	127	134	137	143
RS	41	42	43	51	50	49	46	46	42	48
SE	70	80	83	77	86	75	70	56	63	69
SI				32	30	33	30	32	36	37
SK	104	108	119	117	136	129	114	115	117	116
TR		160	160	164	152	164	157	156	160	171
UA			92	104	107	97	78	81	82	94
NMS	4,215	4,379	4,463	4,320	4,416	4,353	3,971	3,759	3,984	4,170
Total	10,885	11,454	11,806	12,231	12,569	12,427	11,399	11,175	11,860	12,370

Table 31b: Non-Member State Users by Nationality over the last 5 Years (2019 – 2023)
Top 10 Nationalities – 31.12.2023

Nationality	Year				
	2019	2020	2021	2022	2023
US	1,115	1,005	962	1,060	1,103
RU	1,129	1,067	1,014	954	886
CN	570	521	481	542	636
JP	273	237	214	234	230
KR	159	139	122	152	188
BR	121	117	112	132	151
CA	161	138	126	137	142
MX	81	72	69	69	82
GE	53	51	52	53	53
TW	47	40	34	45	53
Total	3,709	3,387	3,186	3,378	3,524

Table 32a: Users by Country of Institute over the last 5 Years (2019 – 2023)

Country of Institute	Year				
	2019	2020	2021	2022	2023
AT	93	82	74	85	86
BE	147	122	122	129	129
BG	41	37	39	43	46
CH	370	329	372	406	419
CY	13	11	10	15	14
CZ	248	221	227	244	252
DE	1,282	1,185	1,129	1,225	1,296
DK	46	35	42	49	47
EE			24	30	29
ES	356	325	328	383	413
FI	87	79	71	90	88
FR	821	794	811	844	842
GB	951	875	847	898	950
GR	154	138	133	119	112
HR	41	38	36	38	37
HU	75	67	69	73	80
IL	70	63	67	64	74
IN	186	151	130	132	145
IT	1,531	1,388	1,423	1,527	1,609
LT	19	13	12	14	17
LV			11	16	21
NL	179	166	157	169	167
NO	90	78	69	79	77
PK	39	35	30	35	30
PL	300	272	278	305	322
PT	92	80	89	100	105
RO	116	99	105	109	113
RS	38	35	36	33	38
SE	100	96	88	103	106
SI	21	16	21	24	26
SK	75	66	66	70	67
TR	129	124	122	122	129
UA	36	29	26	25	27
NMS	4,681	4,350	4,111	4,262	4,457
Total	12,427	11,399	11,175	11,860	12,370

Table 32b: Non-Member State Users by Country of Institute over the last 5 Years (2019 – 2023)
Top 10 Countries of Institute – 31.12.2023

Country of Institute	Year				
	2019	2020	2021	2022	2023
US	1,968	1,839	1,757	1,902	2,007
RU	1,071	1,021	971	873	779
CN	367	334	314	333	414
JP	244	211	189	216	219
CA	210	196	189	199	206
KR	144	132	113	147	168
BR	112	108	106	122	135
ZA	87	57	52	52	61
MX	55	49	48	49	56
TW	55	50	45	45	52
Total	4,313	3,997	3,784	3,938	4,097

7 Family Situation

Table 33: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2019 – 2023)

Marital Status*	Year	Personnel Member Code				Grand Total	
		MPE		MPA			
		HC	Δ %	HC	Δ %	HC	Δ %
Married	2019	1,907	-1.0	6,068	-1.7	7,975	-1.5
	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	5,545	0.8	7,366	0.5
Partnership	2019	338	13.8	147	28.9	485	18.0
	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
Single	2019	1,185	-7.6	8,017	-1.6	9,202	-2.4
	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

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

Table 34: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2023

Marital Status*	Gender	MPE		MPA			Total
		Staff Members	Graduates and Fellows	MPA int. coll.	MPA exch. scient.	MPA training	
Married	F	320	42	809	45	9	1,225
	M	1,339	120	4,318	347	17	6,141
Partnership	F	72	44	65	2	15	198
	M	255	70	171	13	23	532
Single	F	185	206	1,785	55	149	2,380
	M	495	520	5,570	180	310	7,075
Total		2,666	1,002	12,718	642	523	17,551

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

Table 35: 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 (2014 – 2023)

Year	Personnel receiving Family Allowance	Total No. of Dependent Children	No. of Infants (<3 Years)	Average Age of Dependent Children as at 31.12.
2014	2,031	2,919	398	10.3
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	12.0
2023	2,359	2,859	335	12.3

8 Arrivals and Departures

Table 36: Staff Members Arrivals and Departures by Professional Category – 31.12.2023

	Professional Category	Arrivals	Departures*
1	Research Physicists	8	8
2	Scientific & Eng. work	70	51
3	Technical work	36	47
4	Manual work	7	7
5a	Prof. Admin. work	9	14
5b/5c	Office and Admin. work	18	15
	Total	148	142

* Departures on 31.12.2023 are included in the total.

Figure 13: Staff Members Arrivals and Departures in 2023 by Professional Category

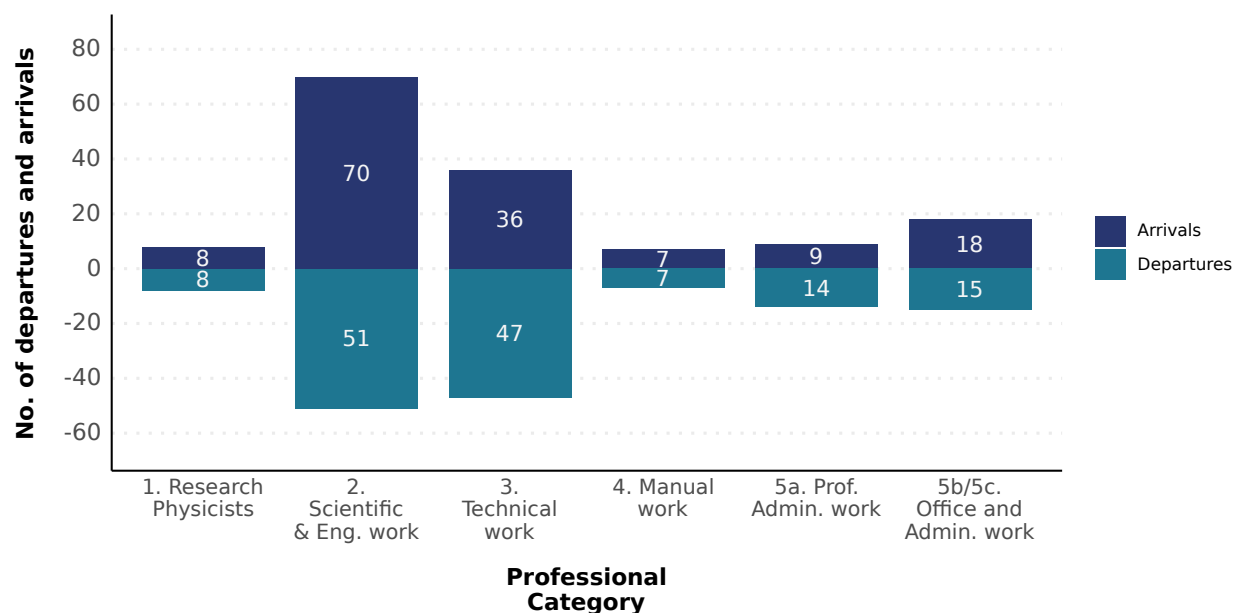


Table 37: Staff Members Arrivals and Departures in 2023 by Nationality

Nationality	Arrivals			Departures		
	HC	%	% of Staff of that Nationality as of 31.12	HC	%	% of Staff of that Nationality as of 31.12
AT	4	2.7	6.8	1	0.7	1.7
BE	5	3.4	5.0	7	4.9	7.0
CH	7	4.7	3.5	12	8.5	6.0
CZ	1	0.7	10.0	3	2.1	30.0
DE	3	2.0	1.8	6	4.2	3.6
ES	18	12.2	9.7	13	9.2	7.0
FI	1	0.7	3.7	4	2.8	14.8
FR	38	25.7	4.0	39	27.5	4.1
GB	8	5.4	4.4	17	12.0	9.3
GR	8	5.4	12.1	5	3.5	7.6
HU				1	0.7	6.7
IN	4	2.7	36.4			
IT	20	13.5	6.1	14	9.9	4.3
LT	1	0.7	33.3			
LV	4	2.7	100.0			
NL	2	1.4	3.3	4	2.8	6.7
NO	2	1.4	14.3	1	0.7	7.1
PK	1	0.7	20.0			
PL	8	5.4	8.5	7	4.9	7.4
PT	5	3.4	8.2	2	1.4	3.3
RO	2	1.4	8.3	2	1.4	8.3
RS				1	0.7	20.0
SE	3	2.0	11.5	1	0.7	3.8
TR	2	1.4	28.6			
UA				1	0.7	50.0
NMS	1	0.7	8.3	1	0.7	8.3
Total	148	100.0	5.6	142	100.0	5.3

Labour turnover = 5.33% of average strength.

Departures on 31.12.2023 are included in the total.

Table 38: Staff Member Departures in 2023 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			1		1				1				2	1	3
Job connected	3		1		4	1			1				9	1	10
Retirement			1	20	16				6		1	2	2	44	46
Contract expirations	5		23		21		7			1	8		65		65
Mutual agreement			1		4					3	2	1	6	5	11
Death			2										2		2
Invalidity			1						2		1		4		4
Other			1										1		1
Total	8		27	24	29	18	7			3	11	11	4	85	142

Table 39: Staff Members recruited (Arrivals) in 2023 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	33	4		1		42
MPA int. coll.	3	8	2			1	14
MPA exch. scient.		1					1
MPA training		1					1
Graduates							0
No previous CERN status	1	27	30	7	8	17	90
Grand Total	8	70	36	7	9	18	148

Figure 14: Staff Members recruited from Fellows over the last 5 Years (2019 – 2023)

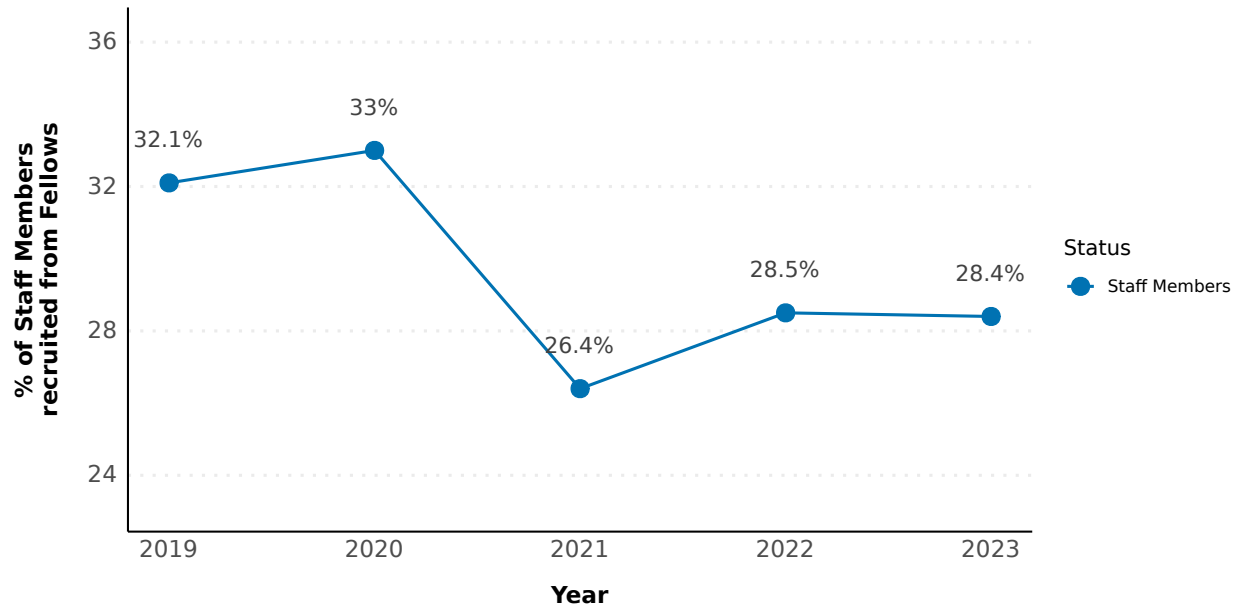


Figure 15: Graduate and Fellow Departures retained as Staff Members over the last 5 Years (2019 – 2023)

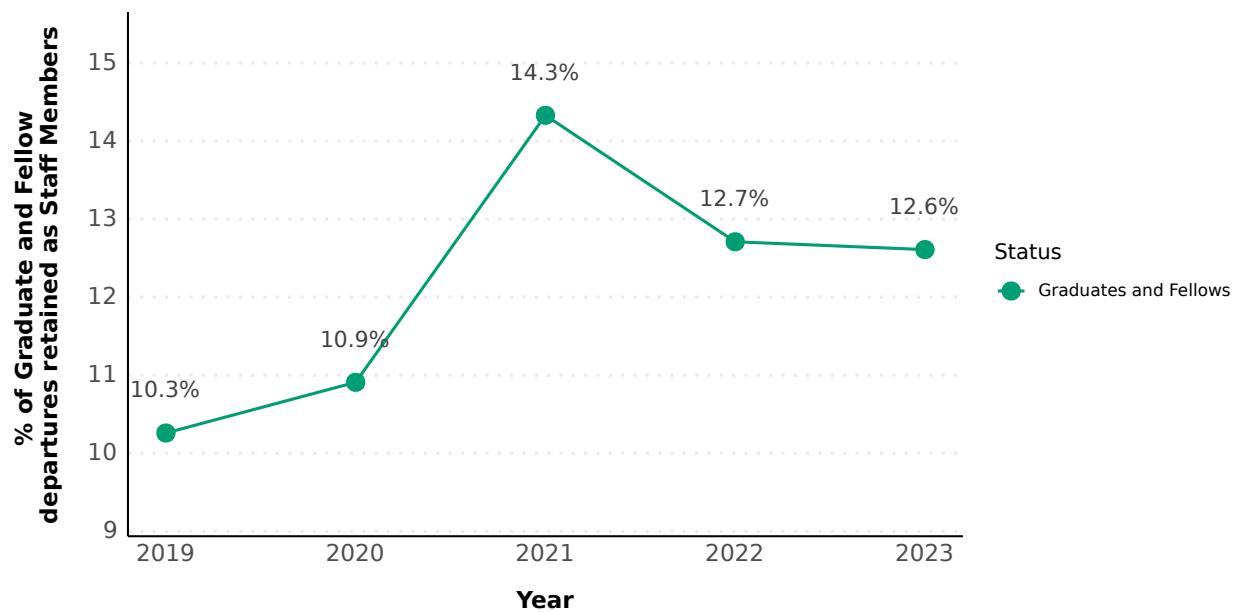


Table 40: Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2014 – 2023)

Year		Age Range										Total
		≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
2014	HC %	11 7.3	40 26.7	51 34.0	27 18.0	13 8.7	5 3.3	2 1.3		1 0.7		150 100.0
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

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

Table 41: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2019 – 2023)

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	
2019	34.2	33.1	32.4	34.3	39.8	33.5	33.9
2020	35.5	35.4	33.1	37.0	40.8	35.8	35.2
2021	38.1	33.4	33.4	42.0	40.5	33.7	34.6
2022	33.2	34.7	33.7	35.4	38.8	35.2	34.5
2023	33.8	34.0	33.3	37.8	43.4	33.9	34.6

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

9 Staff Recruitment

Table 42: Staff Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied			Invited			Hired			Refused Offer			Success Rate *
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	%
AT	19	26	45	3	2	5	1	1	2				4.4
BE	38	87	125	4	10	14	4	2	6				4.8
BG	29	48	77	1	5	6							0.0
CH	501	576	1,077	21	10	31	5	4	9				0.8
CY	3	13	16		2	2		1	1				6.2
CZ	20	36	56	1	2	3	1	1	2				3.6
DE	100	208	308	10	19	29	3	2	5	1		1	1.6
DK	5	34	39		3	3		1	1				2.6
EE	6	9	15										0.0
ES	159	538	697	9	31	40	4	16	20				2.9
FI	20	63	83		4	4		1	1				1.2
FR	938	1,794	2,732	46	97	143	13	30	43				1.6
GB	140	661	801	14	40	54	5	8	13				1.6
GR	157	270	427	5	19	24	2	6	8				1.9
HR	18	31	49		1	1							0.0
HU	41	62	103		5	5							0.0
IL	17	30	47										0.0
IN	760	2,654	3,414	5	13	18	1	1	2				0.1
IT	376	877	1,253	16	57	73	4	16	20	2	1	3	1.6
LT	14	20	34	1	2	3		1	1				2.9
LV	17	14	31	2	1	3	2	1	3				9.7
NL	25	64	89	2	4	6	1	1	2				2.2
NO	14	50	64	2	5	7	1	3	4				6.2
PK	185	1,471	1,656	2	8	10		1	1				0.1
PL	118	222	340	10	21	31	5	6	11				3.2
PT	113	255	368	3	15	18		7	7				1.9
RO	93	158	251	6	8	14		2	2				0.8
RS	23	40	63	3	4	7				1		1	0.0
SE	38	142	180	1	4	5		1	1				0.6
SI	6	8	14	1		1							0.0
SK	21	26	47	1	3	4		1	1				2.1
TR	66	255	321	1	7	8		3	3				0.9
UA	72	67	139	3	4	7	1	1	2				1.4
NMS	1,003	2,016	3,019	1	3	4	1		1				0.0
Total	5,155	12,825	17,980	174	409	583	54	118	172	2	3	5	1.0

* 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 2023

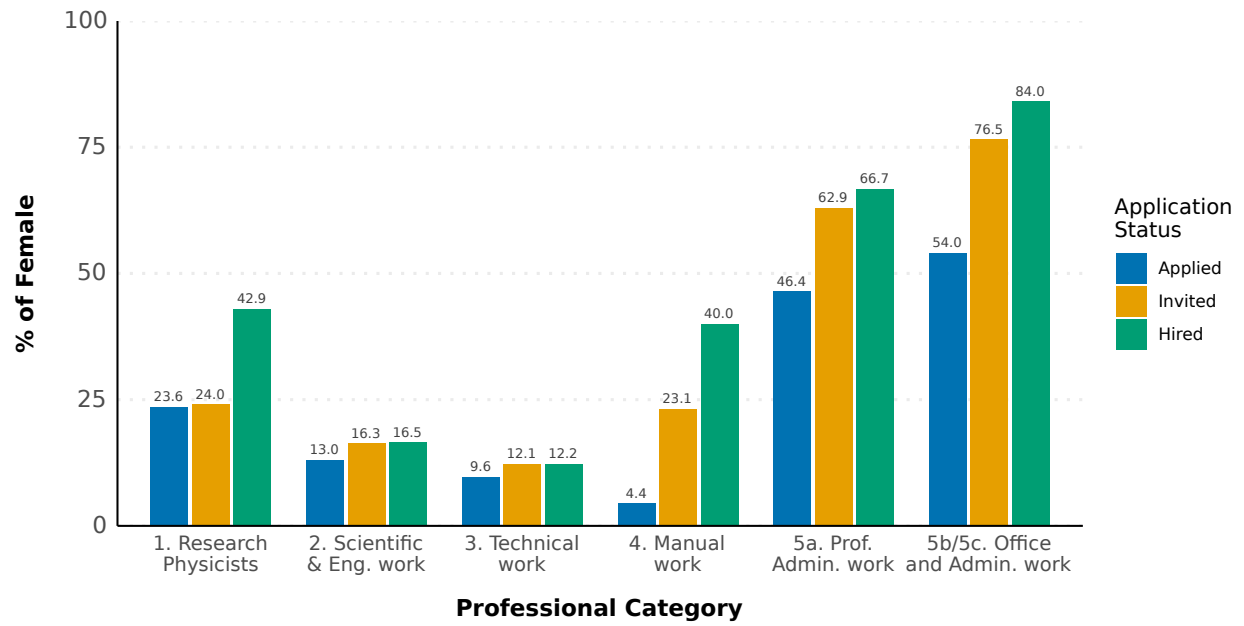


Table 43: Staff Applicants by Professional Category, Application Status and Gender in 2023

Professional Category		Application Status					
		Applied			Hired		
		F	M	Total	F	M	Total
		(%)	(%)	HC	(%)	(%)	HC
1	Research Physicists	23.6	76.4	225	42.9	57.1	7
2	Scientific & Eng. work	13.0	87.0	5,818	16.5	83.5	79
3	Technical work	9.6	90.4	4,032	12.2	87.8	41
4	Manual work	4.4	95.6	641	40.0	60.0	5
5a	Prof. Admin. work	46.4	53.6	2,915	66.7	33.3	15
5b/5c	Office and Admin. work	54.0	46.0	5,113	84.0	16.0	25

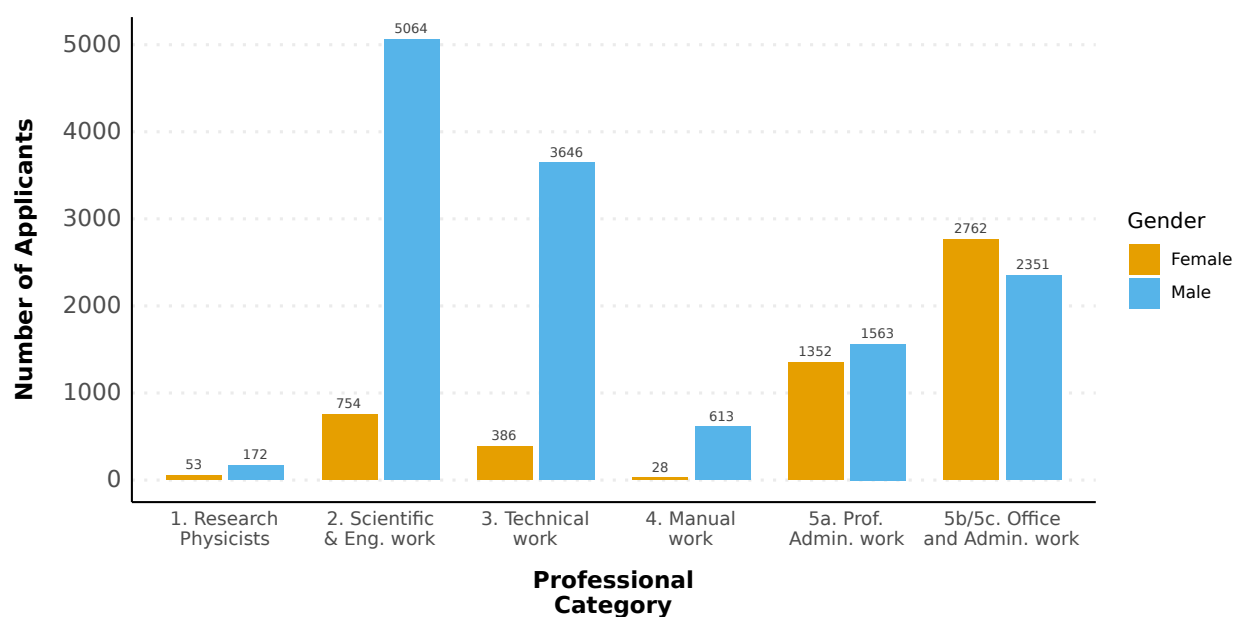
Figure 17: Number of Applicants by Professional Category and Gender in 2023

Table 44: Return on Staff Hires by Nationality in 2023

Nationality	Hired		Contribution	Return on Hired
	HC	%	%	%
AT	2	1.2	2.2	53.9
BE	6	3.5	2.7	129.3
BG			0.3	0.0
CH	9	5.2	3.7	141.8
CY	1	0.6	0.1	665.8
CZ	2	1.2	1.1	102.4
DE	5	2.9	20.5	14.2
DK	1	0.6	1.8	32.5
EE			0.1	0.0
ES	20	11.6	7.1	164.5
FI	1	0.6	1.3	44.3
FR	43	25.0	13.2	190.1
GB	13	7.6	14.6	51.7
GR	8	4.7	1.0	481.4
HR			0.1	0.0
HU			0.7	0.0
IL			2.0	0.0
IN	2	1.2	1.4	84.5
IT	20	11.6	9.8	118.3
LT	1	0.6	0.1	715.3
LV	3	1.7	0.1	2,052.9
NL	2	1.2	4.7	24.9
NO	4	2.3	2.1	111.1
PK	1	0.6	0.2	350.0
PL	11	6.4	3.0	213.8
PT	7	4.1	1.1	375.6
RO	2	1.2	1.2	93.5
RS			0.3	0.0
SE	1	0.6	2.5	23.3
SI			0.2	0.0
SK	1	0.6	0.5	112.2
TR	3	1.7	0.4	454.7
UA	2	1.2	0.1	1,430.7
NMS	1	0.6		0.0
Total	172	100.0	100.0	

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

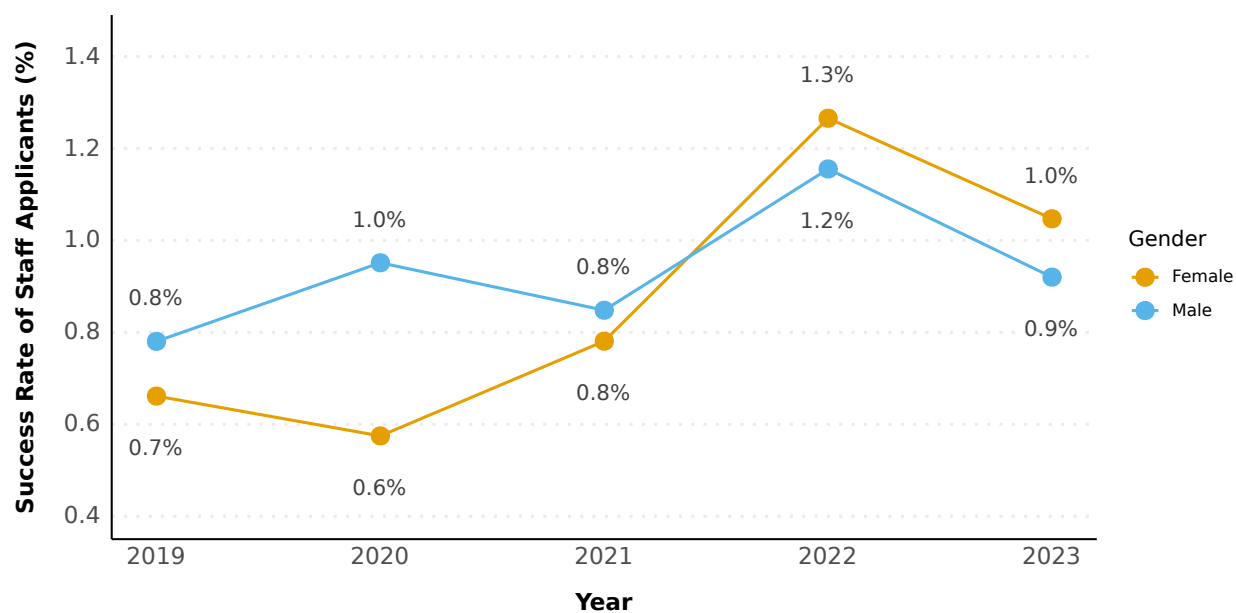
Table 45: Staff Member Hires by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT	1	2	2	5	2	12
BE	4	1	5	5	6	21
BG	1		1			2
CH	6	7	2	3	9	27
CY			1		1	2
CZ	2	2	2	2	2	10
DE	4	10	5	5	5	29
DK	3				1	4
EE						0
ES	8	12	10	17	20	67
FI	4	1	4	2	1	12
FR	30	36	39	33	43	181
GB	10	9	16	15	13	63
GR	4	9	7	3	8	31
HR		1	1			2
HU	1		1			2
IL				2		2
IN	1	2	1	4	2	10
IT	12	19	18	16	20	85
LT	1				1	2
LV				1	3	4
NL	3	2	2	5	2	14
NO	2		1	2	4	9
PK	1			2	1	4
PL	5	9	8	6	11	39
PT	3	3	5	5	7	23
RO	2	4	4	3	2	15
RS		1				1
SE	1	2	3	3	1	10
SI	1					1
SK	1	1	1		1	4
TR		1	2	2	3	8
UA		1	1		2	4
NMS	3	3	7	2	1	16
Total	114	138	149	143	172	716

Table 46: Staff Vacancies Published and Filled during 2023

	Total
Vacancies published in 2023	153
Vacancies filled in 2023 *	156
Vacancies republished in 2023	6

* Vacancies filled in 2023 include vacancies published in 2022 and 2023.

Figure 18: Evolution in the Success Rate of Staff Applicants by Gender over the last 5 years (2019-2023).

10 Fellows and Graduates Recruitment

Table 47: Graduate Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	11	30	41	3	4	7	1	1		17.1
BE	14	58	72	1	6	7				9.7
BG	9	18	27	1	1	2				7.4
CH	95	162	257	4	7	11	2		2	4.3
CY	6	13	19							0.0
CZ	18	21	39	4	2	6				15.4
DE	61	213	274	8	34	42	1	1		15.3
DK	6	30	36		3	3				8.3
EE	4	7	11	1	3	4				36.4
ES	135	349	484	20	35	55	1		1	11.4
FI	10	23	33	3		3				9.1
FR	199	529	728	19	44	63	1	1		8.7
GB	151	597	748	14	34	48				6.4
GR	148	220	368	12	16	28				7.6
HR	9	24	33		2	2				6.1
HU	9	26	35	1	2	3				8.6
IL	19	36	55		2	2	1	1		3.6
IN	517	1,424	1,941	8	14	22				1.1
IT	237	628	865	23	49	72	2	2		8.3
LT	9	9	18	1	1	2				11.1
LV	12	5	17	1		1				5.9
NL	15	73	88	2	6	8				9.1
NO	17	40	57	3	11	14				24.6
PK	210	809	1,019	7	3	10				1.0
PL	58	133	191	7	11	18				9.4
PT	77	144	221	6	13	19				8.6
RO	45	57	102	4	2	6				5.9
RS	22	23	45	3	4	7				15.6
SE	19	46	65	2	3	5				7.7
SI	3	9	12		2	2				16.7
SK	12	16	28	1	4	5	1	1		17.9
TR	90	189	279	3	7	10	1	1		3.6
UA	20	20	40	1	1	2				5.0
NMS	22	54	76	6	14	20				26.3
Total	2,289	6,035	8,324	169	340	509	3	8	11	6.1

* 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 48: Return on Graduate Offers by Nationality in 2023

Nationality	Offered		Contribution	Return on Offered
	HC	%	%	%
AT	7	1.4	2.2	63.7
BE	7	1.4	2.7	51.0
BG	2	0.4	0.3	114.1
CH	11	2.2	3.7	58.5
CY			0.1	0.0
CZ	6	1.2	1.1	103.8
DE	42	8.3	20.5	40.3
DK	3	0.6	1.8	32.9
EE	4	0.8	0.1	709.1
ES	55	10.8	7.1	152.8
FI	3	0.6	1.3	44.9
FR	63	12.4	13.2	94.1
GB	48	9.4	14.6	64.5
GR	28	5.5	1.0	569.4
HR	2	0.4	0.1	483.5
HU	3	0.6	0.7	82.2
IL	2	0.4	2.0	19.2
IN	22	4.3	1.4	313.9
IT	72	14.1	9.8	143.9
LT	2	0.4	0.1	483.5
LV	1	0.2	0.1	231.2
NL	8	1.6	4.7	33.6
NO	14	2.8	2.1	131.4
PK	10	2.0	0.2	1,182.9
PL	18	3.5	3.0	118.2
PT	19	3.7	1.1	344.5
RO	6	1.2	1.2	94.8
RS	7	1.4	0.3	527.1
SE	5	1.0	2.5	39.4
SI	2	0.4	0.2	219.0
SK	5	1.0	0.5	189.6
TR	10	2.0	0.4	512.2
UA	2	0.4	0.1	483.5
NMS	20	3.9		0.0
Total	509	100.0	100.0	

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

Table 49: Fellow and Graduate Offers by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT	6	5	5	3	7	26
BE	3	5	2	5	7	22
BG		1	2	2	2	7
CH	6	8	6	15	11	46
CY		1	2			3
CZ	3	3	7	5	6	24
DE	16	29	29	25	42	141
DK		2	3	3	3	11
EE				1	4	5
ES	27	38	45	44	55	209
FI	2	2	6	2	3	15
FR	30	35	43	44	63	215
GB	11	17	22	28	48	126
GR	19	17	23	34	28	121
HR		3	2		2	7
HU	2	4	4	2	3	15
IL	1	1	1	1	2	6
IN	8	12	13	17	22	72
IT	43	37	50	65	72	267
LT	1	7	1		2	11
LV			1		1	2
NL	5	2	3	10	8	28
NO	7	6	8	5	14	40
PK	1	1	3	4	10	19
PL	17	20	26	24	18	105
PT	12	15	17	24	19	87
RO	9	6	4	4	6	29
RS	5	2	3	5	7	22
SE	2	3	6	2	5	18
SI	1		2		2	5
SK	4	4	8	3	5	24
TR	2	5	4	8	10	29
UA	6	1	4	3	2	16
NMS	13	19	12	16	20	80
Total	262	311	367	404	509	1,853

– Fellows were selected until August 2022.

11 Students Recruitment

Table 50: Technical Student Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	6	8	14	2		2				14.3
BE	1	3	4							0.0
BG	10	5	15							0.0
CH	4	17	21	1	1	2				9.5
CY	3	5	8							0.0
CZ	4	16	20	2	4	6				30.0
DE	37	102	139	7	20	27	1		1	19.4
DK	1	13	14		2	2				14.3
EE	2	8	10		1	1				10.0
ES	16	55	71	2	8	10	1		1	14.1
FI	4	5	9							0.0
FR	34	158	192	3	5	8	1		1	4.2
GB	59	202	261	4	4	8				3.1
GR	37	75	112	9	5	14	2		2	12.5
HR	2	7	9		1	1				11.1
HU	3	13	16	2	3	5	1		1	31.2
IL	2	7	9							0.0
IN	315	862	1,177	5	10	15				1.3
IT	34	141	175	4	23	27	2		2	15.4
LT	2	9	11		1	1				9.1
LV										0.0
NL	5	38	43	2	5	7				16.3
NO	10	36	46	2	9	11	1		1	23.9
PK	69	247	316		1	1				0.3
PL	28	50	78	6	11	17				21.8
PT	8	42	50	2	5	7				14.0
RO	8	17	25		2	2	1		1	8.0
RS	8	6	14	2		2				14.3
SE	4	6	10							0.0
SI	1	3	4		1	1				25.0
SK	1	8	9		3	3				33.3
TR	35	61	96	1	1	2				2.1
UA	6	3	9	2	1	3				33.3
NMS		2	2							0.0
Total	759	2,230	2,989	58	127	185	3	7	10	6.2

* 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 51: Technical Student Offers by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT	5	5	2	3	2	17
BE	1		1			2
BG	4	4	1	2		11
CH	1	1		2	2	6
CY	1		2			3
CZ	3	5	4	8	6	26
DE	18	18	20	16	27	99
DK	2	3	1	2	2	10
EE			5	3	1	9
ES	10	13	16	6	10	55
FI	4	2	4	3		13
FR	5	6	9	5	8	33
GB	6	8	13	5	8	40
GR	15	28	16	13	14	86
HR	2				1	3
HU	2	3	3	1	5	14
IL	1					1
IN	10	7	7	4	15	43
IT	15	30	25	15	27	112
LT	1				1	2
LV			1			1
NL	1	5	4	7	7	24
NO	13	8	12	10	11	54
PK	2	1	2	1	1	7
PL	21	23	18	12	17	91
PT	1	1	3	2	7	14
RO	3	5	2	5	2	17
RS	3		3	5	2	13
SE		5	3	3		11
SI				1	1	2
SK	1		3	1	3	8
TR	2	1	3	2	2	10
UA	1	1	2	3	3	10
NMS						0
Total	154	183	185	140	185	847

Table 52: Doctoral Student Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	2	10	12	2	8	10				83.3
BE	1	3	4	1		1	1	1		25.0
BG	1		1	1		1				100.0
CH	1	3	4	1	1	2				50.0
CY										0.0
CZ	5	4	9	3	1	4				44.4
DE	3	27	30	1	12	13				43.3
DK	1	2	3		1	1				33.3
EE										0.0
ES	7	10	17	2	3	5				29.4
FI		1	1							0.0
FR	2	14	16		3	3				18.8
GB	2	3	5		2	2				40.0
GR	4	10	14	3	5	8				57.1
HR										0.0
HU		1	1		1	1				100.0
IL										0.0
IN	13	29	42	1	3	4	2	2		9.5
IT	14	44	58	10	15	25	1	1		43.1
LT		1	1							0.0
LV										0.0
NL	2	4	6	2	2	4	1	1	2	66.7
NO	1	4	5	1	4	5				100.0
PK	38	115	153							0.0
PL	3	3	6	1	1	2				33.3
PT	3	1	4	2	1	3				75.0
RO	3	1	4	3		3	1		1	75.0
RS	3		3							0.0
SE		2	2							0.0
SI		2	2		1	1				50.0
SK		3	3							0.0
TR	6	8	14	1	1	2	1	1		14.3
UA	1	2	3							0.0
NMS	14	19	33	3	3	6				18.2
Total	130	326	456	38	68	106	2	6	8	23.2

* 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 53: Doctoral Student Offers by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT	6	5	8	2	10	31
BE		2	4		1	7
BG			1		1	2
CH	1	1	2	1	2	7
CY						0
CZ	1	2	3		4	10
DE	9	16	8	12	13	58
DK			1		1	2
EE						0
ES	5	6	9	2	5	27
FI		1				1
FR	6	2	5	4	3	20
GB	1	2	4	3	2	12
GR	3	5	5	2	8	23
HR		1	1			2
HU		1		2	1	4
IL						0
IN		1		2	4	7
IT	18	14	54	30	25	141
LT						0
LV			2	1		3
NL	1	3	1	1	4	10
NO	1	2		2	5	10
PK	1	2		1		4
PL	1	3	5	7	2	18
PT		3	2	4	3	12
RO			3	1	3	7
RS	1	1		2		4
SE		1		3		4
SI	1				1	2
SK	1	1				2
TR	1				2	3
UA		1				1
NMS		8	1		6	15
Total	58	84	119	82	106	449

Table 54: Summer Student Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	13	29	42	1	2	3				7.1
BE	8	34	42	1	2	3				7.1
BG	10	14	24	1	1	2				8.3
CH	11	42	53		4	4				7.5
CY	4	20	24	1	3	4				16.7
CZ	1	17	18		7	7				38.9
DE	34	89	123	7	14	21				17.1
DK	6	22	28	1	5	6				21.4
EE	4	5	9	1	1	2				22.2
ES	60	204	264	5	4	9				3.4
FI	4	14	18		4	4				22.2
FR	43	128	171	7	7	14				8.2
GB	93	200	293	8	8	16				5.5
GR	45	82	127	3	1	4				3.1
HR	7	11	18	1	1	2				11.1
HU	4	17	21	1	2	3				14.3
IL	8	17	25	3	1	4				16.0
IN	392	1,186	1,578	3	5	8				0.5
IT	75	187	262	6	8	14				5.3
LT	7	9	16	2		2				12.5
LV		12	12		5	5				41.7
NL	7	25	32	1	9	10				31.2
NO	5	29	34		3	3				8.8
PK	158	468	626	1	3	4				0.6
PL	26	60	86	2	3	5				5.8
PT	33	61	94	2	2	4				4.3
RO	12	25	37	2	4	6				16.2
RS	17	18	35	4		4				11.4
SE	8	37	45		3	3				6.7
SI		8	8		4	4				50.0
SK	6	9	15		2	2				13.3
TR	249	291	540	2	1	3				0.6
UA	11	14	25	2	4	6	1		1	24.0
NMS	1,491	3,081	4,572	69	88	157				3.4
Total	2,852	6,465	9,317	137	211	348	0	1	1	3.7

* 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 55: Summer Student Offers by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT	3	3	3	3	3	15
BE	3	3	3	3	3	15
BG	2	3	2	4	2	13
CH	5	6	5	4	4	24
CY	3	4	2	5	4	18
CZ	4	5	2	4	7	22
DE	24	23	21	21	21	110
DK	7	4	3	6	6	26
EE			2	3	2	7
ES	11	10	11	10	9	51
FI	3	3	2	3	4	15
FR	14	16	14	15	14	73
GB	18	20	16	16	16	86
GR	6	7	5	6	4	28
HR	3	2	2	2	2	11
HU	3	3	3	2	3	14
IL	2	2	1	3	4	12
IN	14	9	8	10	8	49
IT	15	16	13	14	14	72
LT	2	2	1	2	2	9
LV			3	4	5	12
NL	8	10	6	5	10	39
NO	3	4	2	3	3	15
PK	4	3	3	2	4	16
PL	8	8	6	5	5	32
PT	3	5	7	4	4	23
RO	3	6	4	4	6	23
RS	2	4	2	3	4	15
SE	7	4	4	3	3	21
SI	2	3	1	2	4	12
SK	2	4	1	3	2	12
TR	3	4	3	5	3	18
UA	2	2	2	19	6	31
NMS	155	156	129	134	157	731
Total	344	354	292	332	348	1,670

Table 56: Administrative Student Applicants by Application Status, Nationality and Gender in 2023

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT										0.0
BE	3	1	4							0.0
BG	3	1	4							0.0
CH	7	6	13	1	1	2				15.4
CY										0.0
CZ	11	3	14	2		2				14.3
DE	7	6	13	1		1				7.7
DK	1	1	2							0.0
EE										0.0
ES	9	9	18	2	1	3				16.7
FI	3		3	1		1	1		1	33.3
FR	33	16	49	6	1	7				14.3
GB	14	7	21	3	2	5				23.8
GR	12	12	24	1	1	2				8.3
HR	2	1	3							0.0
HU	2		2							0.0
IL										0.0
IN	71	98	169	2		2				1.2
IT	32	19	51	4	2	6	1		1	11.8
LT	2		2							0.0
LV		1	1							0.0
NL	2		2	1		1				50.0
NO	6	7	13	3	1	4				30.8
PK	98	229	327	2		2				0.6
PL	5	2	7	2		2				28.6
PT	3	3	6	1		1				16.7
RO	10	1	11	4		4				36.4
RS	2		2	1		1				50.0
SE		4	4							0.0
SI										0.0
SK	2		2							0.0
TR	84	35	119	1		1				0.8
UA	11	2	13	2		2				15.4
NMS										0.0
Total	435	464	899	40	9	49	1	1	2	5.5

* 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 57: Administrative Student Offers by Nationality over the last 5 Years (2019 – 2023)

Nationality	Year					Total
	2019	2020	2021	2022	2023	
AT				1		1
BE						0
BG						0
CH	3		1	3	2	9
CY						0
CZ	1	1	1	1	2	6
DE		1	4	1	1	7
DK	1					1
EE						0
ES	1	2	4	1	3	11
FI	2	1		1	1	5
FR	8	7	5	3	7	30
GB	2	3	2	5	5	17
GR	5	4	2	4	2	17
HR			1			1
HU						0
IL						0
IN	1	1		2	2	6
IT	4	3	4	4	6	21
LT						0
LV						0
NL					1	1
NO			1		4	5
PK	1		1	3	2	7
PL	1	2	1	2	2	8
PT		3	1	1	1	6
RO	3		2		4	9
RS					1	1
SE	1					1
SI						0
SK			1			1
TR		1	1		1	3
UA	2	1		2	2	7
NMS						0
Total	36	30	32	34	49	181

Annex

Participants to an Experiment (PART)

PART are not Members of the Personnel.

Table 58a: Participants by Country of Institute and Experiment/Programme – 31.12.2023

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	1	24	1					1			42	69
BE		27						21			2	50
BG		8	1					4			3	16
CH	13	133	2	22				7			81	258
CY		5									2	7
CZ	32	1	10								21	64
DE	274	145	81	20				31			113	664
DK	5		3					2			3	13
EE		9										9
ES	51	22		24				4			41	142
FI		36	2					3			21	62
FR	90	45	29	15				16			78	273
GB	139	57	14	51				25			88	374
GR	12	27	1					1			11	52
HR		7	3								4	14
HU		14	2	5				2			3	26
IL	34							1			7	42
IN		114	67					2			7	190
IT	79	141	56	31				4			141	452
LT		9									3	12
LV		10										10
NL	25	2	39	34				3			7	110
NO	23	1	23					4			5	56
PK		38	18									56
PL	19	12	56	13				13			32	145
PT	19	6						6			10	41
RO	28		10	5				8			6	57
RS	4	6						1			4	15
SE	22		4	1				3			3	33
SI	8							2			1	11
SK			9					2				11
TR	10	48	2								15	75
UA		5	3	9							1	18
NMS	1,158	1,389	326	245				43			376	3,537
Total	2,046	2,341	762	475				209			1,131	6,964

Table 58b: Non-Member States Participants by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2023

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	480	886	40	33				10			151	1,600
CN	152	156	57	143				1			39	548
RU	108	57	50	27				4			60	306
JP	70		30					3			63	166
BR	51	35	17	17				6			5	131
CA	91							6			19	116
KR		56	32					3			4	95
ZA	60		11					6				77
MX		29	37									66
TW	13	27									25	65
Total	1,025	1,246	274	220				39			366	3,170

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

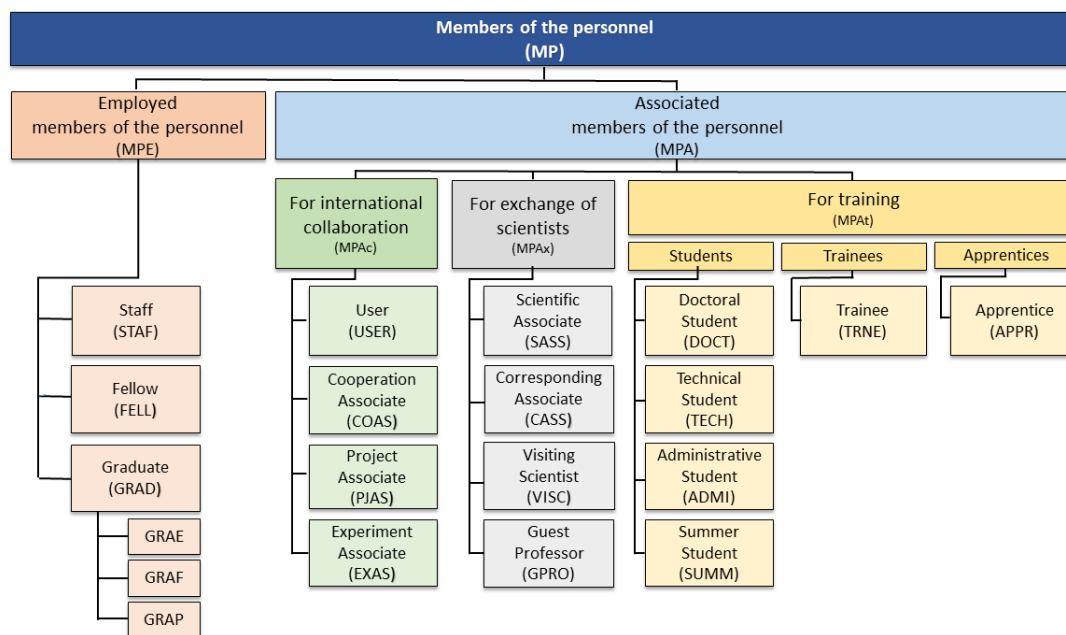
CERN Statuses

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



HR Department

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