

*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

2022

Table of contents

Notes	5
1. General Overview	7
2. Contractual Situation	11
3. Working Conditions	17
4. Age and Seniority	19
5. Gender	25
6. Nationality	28
7. Family Situation	41
8. Arrivals and Departures	43
9. Staff Recruitment	48
10. Fellows and Graduates Recruitment	53
11. Students Recruitment	57
Annex	65
Departments / Units / Sectors	65
Professional Categories	65
CERN Statuses	66
Types of Staff Contracts	66
Groupings of the Personnel	67
Benchmark Jobs List	68
Benchmark Jobs	69
Nationalities	72

List of Tables

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2022	7
Table 1b: Associated Members of the Personnel by Department/Unit and Status – 31.12.2022	8
Table 2: Evolution in the Number of Staff Members, Fellows and MPA over the last 5 Years (2018 – 2022)	9
Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2022	11
Table 4: Staff Members by Professional Category over the last 10 Years (2013 – 2022)	12
Table 5: Staff Members by Professional Category and Benchmark Job Range – 31.12.2022	12
Table 6: Staff Members by Professional Category and Type of Contract – 31.12.2022	13
Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2018 – 2022)	14
Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2022 by Professional Category	15
Table 9: Staff Members with LD Extensions by Professional Category as of 31.12.2022	15
Table 10: Number of Fellows by Category – 31.12.2022	15
Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2022	16
Table 12: Staff Members by Professional Category and Weekly Working Hours* – 31.12.2022	17
Table 13a: Telework taken during 2022 by Staff Members in post on 31.12.2022 by Professional Category and Gender	17
Table 13b: Telework taken during 2022 by Fellows in post on 31.12.2022 by Professional Category and Gender	18
Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2022	18
Table 15: Staff Members by Age Range over the period 2012 – 2022	19
Table 16: Staff Members by Age Range and Professional Category – 31.12.2022	20
Table 17: Staff Members by Professional Category and Years of Service – 31.12.2022	21
Table 18a: Staff Members by Type of Contract, Work Time and Years of Service – 31.12.2022	22
Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2022	22
Table 19: Fellows and MPAs by Age Range – 31.12.2022	23
Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2022	24
Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2018 – 2022)	24
Table 22a: Number and Proportion of Female MPE by Department/Unit and Status – 31.12.2022	25
Table 22b: Number and Proportion of Female MPA by Department/Unit and Status – 31.12.2022	25
Table 23: Staff Members by Gender and Type of Contract – 31.12.2022	26
Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2022	28
Table 25: Staff Members by Nationality, Professional Category and Gender – 31.12.2022	29
Table 26: Staff Members by Nationality, Grade and Gender – 31.12.2022	30
Table 27: Staff Members by Nationality, Benchmark Job Range and Gender – 31.12.2022	31
Table 28: Other Members of the Personnel by Nationality and Status – 31.12.2022	32
Table 29a: Users by Nationality and Experiment/Programme – 31.12.2022	33
Table 29b: Non-Member States Users by Nationality and Experiment/Programme Top 10 Nationalities – 31.12.2022	34
Table 30a: Users by Country of Institute and Experiment/Programme – 31.12.2022	35
Table 30b: Non-Member States Users by Country of Institute and Experiment/Programme Top 10 Countries of Institute – 31.12.2022	36
Table 31a: Users by Nationality over the last 10 Years (2013 – 2022)	37
Table 31b: Non-Member State Users by Nationality over the last 5 Years (2018 – 2022) Top 10 Nationalities – 31.12.2022	38
Table 32a: Users by Country of Institute over the last 5 Years (2018 – 2022)	39
Table 32b: Non-Member State Users by Country of Institute over the last 5 Years (2018 – 2022) Top 10 Countries of Institute – 31.12.2022	40

Table 33: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2018 – 2022).	41
Table 34: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2022	41
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 (2013 – 2022)	42
Table 36: Staff Members Arrivals and Departures by Professional Category – 31.12.2022.	43
Table 37: Staff Members Arrivals and Departures in 2022 by Nationality	44
Table 38: Staff Member Departures in 2022 by Professional Category, Type of Contract and Reason for Leaving.	45
Table 39: Staff Members recruited (Arrivals) in 2022 by previous CERN Status	45
Table 40: Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2013 – 2022).	47
Table 41: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2018 – 2022).	47
Table 42: Staff Applicants by Application Status, Nationality and Gender in 2022	48
Table 43: Staff Applicants by Professional Category, Application Status and Gender in 2022	49
Table 44: Return on Staff Selections by Nationality in 2022	51
Table 45: Staff Member Selections by Nationality over the last 5 Years (2018 – 2022)	52
Table 46: Staff Vacancies Published and Filled during 2022	52
Table 47a: Fellow Applicants by Application Status, Nationality and Gender in 2022.	53
Table 47b: Graduate Applicants by Nationality and Gender in 2022	54
Table 48: Return on Fellow Selections by Nationality in 2022	55
Table 49: Fellow Selections by Nationality over the last 5 Years (2018 – 2022)	56
Table 50: Technical Student Applicants by Application Status, Nationality and Gender in 2022.	57
Table 51: Technical Student Selections by Nationality over the last 5 Years (2018 – 2022)	58
Table 52: Doctoral Student Applicants by Application Status, Nationality and Gender in 2022	59
Table 53: Doctoral Student Selections by Nationality over the last 5 Years (2018 – 2022)	60
Table 54: Summer Student Applicants by Application Status, Nationality and Gender in 2022	61
Table 55: Summer Student Selections by Nationality over the last 5 Years (2018 – 2022)	62
Table 56: Administrative Student Applicants by Application Status, Nationality and Gender in 2022	63
Table 57: Administrative Student Selections by Nationality over the last 5 Years (2018 – 2022)	64

List of Figures

Figure 1: Members of the Personnel by Status – 31.12.2022	7
Figure 2a: Evolution in the Number of Staff Members, Fellows and MPA (excl. Users) over the last 10 Years (2013 – 2022)	10
Figure 2b: Evolution in the Number of Users over the last 10 Years (2013 – 2022)	10
Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2022	11
Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2022	12
Figure 4: Staff Members by Professional Category over the last 10 Years (2013 – 2022)	13
Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2018 – 2022).	14
Figure 6: Users by Yearly Presence in % at CERN – 31.12.2022	16
Figure 7: Staff Members by Age Range over the period 2012 – 2022	19
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2013 – 2022).	20
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2013 – 2022)	21
Figure 10: Fellows and MPAs by Age Range – 31.12.2022	23
Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2013 – 2022).	26
Figure 12: Female Users by Professional Category – 31.12.2022	27
Figure 13: Staff Members Arrivals and Departures in 2022 by Professional Category	43
Figure 14: Staff Members recruited from Fellows over the last 5 Years (2018 – 2022)	46
Figure 15: Fellow Departures retained as Staff Members over the last 5 Years (2018 – 2022).	46
Figure 16: Proportion of Female Staff Applicants by Professional Category and Application Status in 2022	49
Figure 17: Number of Applicants by Professional Category and Gender in 2022	50

Notes

Percentages

Percentages are rounded to 2 decimal places.

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).

Member States

A Member State is defined as being a country that is CERN Member State, Candidate for Accession, 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 31.12.2022 unless specified otherwise.

Staff Members

A 2,658 "headcount" equates to 2630.8 FTEs Full-time equivalents (FTEs) for 2022, of which 65.9 FTEs were charged to third-party accounts and 2564.9 FTEs were charged to CERN accounts (2538.9 FTEs under CERN core budget, 11.7 FTEs under EU funding, 1.4 FTEs under CERN openlab, and 12.9 FTEs under other external revenues). Staff members "paid but not available" accounted for 36.8 FTEs, and 0.3 FTEs were on paid special leave, resulting in an active staff complement of 2501.8 FTEs charged to CERN's core budget.

The 2022 "headcount" of 2,658 is calculated as follows:

Staff HC 31.12.2021 (2,676) – departures on 31.12.2021 (12) + 2022 arrivals (130) – (2022 departures (154) – departures on 31.12.2022 (18))

MPA for training

In the 2016 Personnel Statistics document, Tables 2, 3, 4 and figures 2, 11 showed "MPA (excl. Users)". The category MPA training was erroneously omitted in this grouping. This has been amended as of the 2017 Personnel Statistics document.

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.

Annex

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

1 General Overview

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2022

Dept.	MPE			MPA					Grand Total
	Staff Members	Fellows	Total	MPA int. coll. excl. Users	MPA exch. scient.	MPA training	Users	Total	
ATS	30	7	37	15	6	6		27	64
BE	309	94	403	55	41	102		198	601
DG	40	2	42		9			9	51
EN	329	63	392	10		13		23	415
EP	513	251	764	118	37	198	11,833	12,186	12,950
FAP	83	31	114	14		1		15	129
HR	73	5	78			7		7	85
HSE	159	34	193	9	3	7		19	212
IPT	51	11	62	6		4		10	72
IR	51	22	73	2	1	22		25	98
IT	212	88	300	52	1	30	27	110	410
PF	22	4	26			1		1	27
RCS	22	7	29		4	5		9	38
SCE	100	19	119	3		3		6	125
SY	329	120	449	24	25	75		124	573
TE	312	103	415	50	3	68		121	536
TH	23	39	62	19	467			486	548
Total	2,658	900	3,558	377	597	542	11,860	13,376	16,934

Figure 1: Members of the Personnel by Status – 31.12.2022

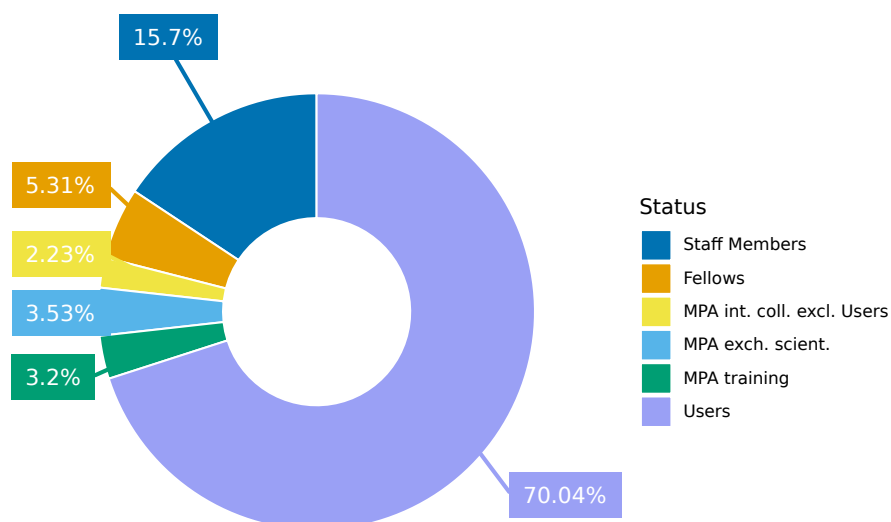


Table 1b: Associated Members of the Personnel by Department/Unit and Status – 31.12.2022

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	2	10				5		5				15
BE	17	6	23				31	1	32				55
DG													
EN	3		3				7		7				10
EP	18	3	21	3		3	70	24	94	7,858	3,975	11,833	11,951
FAP							14		14				14
HR													
HSE	6		6				3		3				9
IPT	1		1				5		5				6
IR		1	1				1		1				2
IT	30	7	37				14	1	15	18	9	27	79
PF													
RCS													
SCE							2	1	3				3
SY	11	2	13				10	1	11				24
TE	37	3	40				10		10				50
TH	17	2	19										19
Total	148	26	174	3	0	3	172	28	200	7,876	3,984	11,860	12,237

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							2		2	24	15	39	41
DG					1	1				8		8	9
EN													
EP	1		1	1	1	2	17	2	19	9	6	15	37
FAP													
HR													
HSE										2	1	3	3
IPT													
IR							1		1				1
IT							1		1				1
PF													
RCS										3	1	4	4
SCE													
SY										17	8	25	25
TE										3		3	3
TH	1		1				10		10	373	83	456	467
Total	2	0	2	1	2	3	31	2	33	442	117	559	597

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				1		1				6
BE	5		5	43	1	44	38		38	13	2	15				102
DG																
EN				3		3	5		5	5		5				13
EP	1		1	124	3	127	56		56	13	1	14				198
FAP							1		1							1
HR	5		5										2		2	7
HSE	1		1	2		2	4		4							7
IPT	1		1	1		1				2		2				4
IR	9		9	4		4	2		2	6	1	7				22
IT	4		4	12	1	13	10		10	3		3				30
PF							1		1							1
RCS	2		2	1		1							2		2	5
SCE	1		1							2		2				3
SY	1		1	35		35	27		27	10	2	12				75
TE				21		21	21		21	9		9	16	1	17	68
TH																
Total	30	0	30	250	6	256	165	0	165	64	6	70	20	1	21	542

Table 2: Evolution in the Number of Staff Members, Fellows and MPA over the last 5 Years (2018 – 2022)

Year	MPE						MPA						Grand Total	
	Staff Members		Fellows		Total		MPA (excl. Users)		Users		Total			
	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ
2018	2,667	34	839	32	3,506	66	1,868	12	12,569	338	14,437	350	17,943	416
2019	2,660	-7	770	-69	3,430	-76	1,805	-63	12,427	-142	14,232	-205	17,662	-281
2020	2,635	-25	756	-14	3,391	-39	1,687	-118	11,400	-1,027	13,087	-1,145	16,478	-1,184
2021	2,676	41	783	27	3,459	68	1,556	-131	11,175	-225	12,731	-356	16,190	-288
2022	2,658	-18	900	117	3,558	99	1,516	-40	11,860	685	13,376	645	16,934	744

Figure 2a: Evolution in the Number of Staff Members, Fellows and MPA (excl. Users) over the last 10 Years (2013 – 2022)

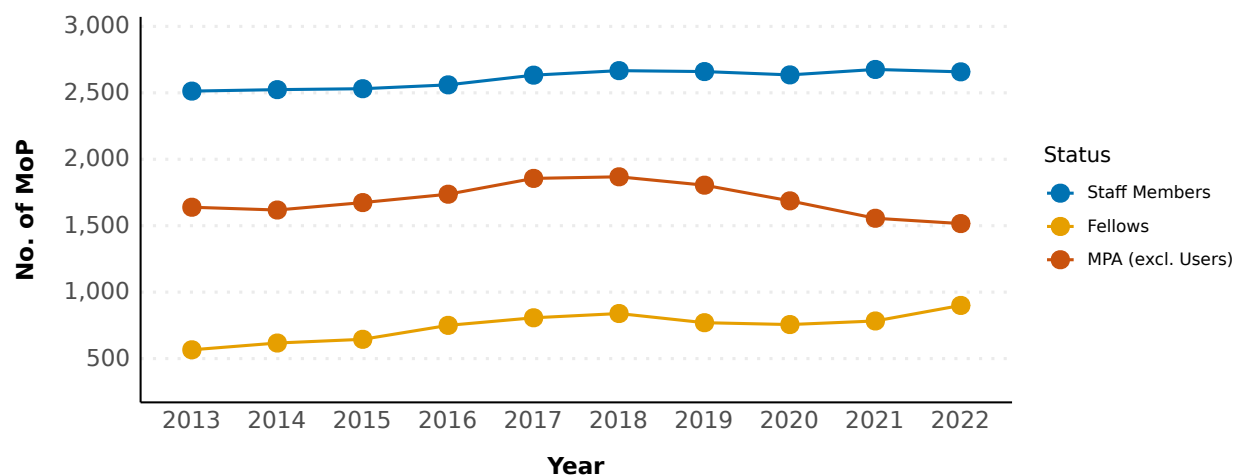
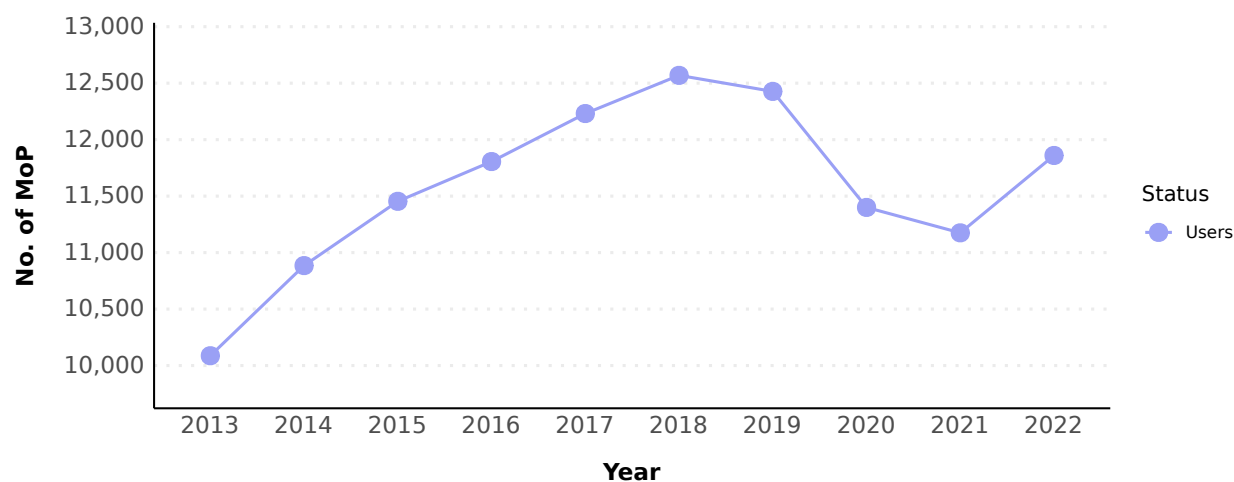


Figure 2b: Evolution in the Number of Users over the last 10 Years (2013 – 2022)



The scale has been adjusted for better readability.

2 Contractual Situation

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2022

Professional Category			Status Group											
			Staff Members			Fellows			MPA (excl. Users)			Users		
			F	M	Total	F	M	Total	F	M	Total	F	M	Total
1	Research Physicists	HC %	10 12.20	72 87.80	82 3.09	23 23.96	73 76.04	96 10.67	115 15.33	635 84.67	750 49.47	2,149 21.37	7,905 78.63	10,054 84.77
2	Scientific & Eng. work	HC %	157 12.68	1,081 87.32	1,238 46.58	149 24.67	455 75.33	604 67.11	182 27.29	485 72.71	667 44.00	132 11.38	1,028 88.62	1,160 9.78
3	Technical work	HC %	56 6.77	771 93.23	827 31.11	23 16.55	116 83.45	139 15.44	2 7.41	25 92.59	27 1.78	59 10.30	514 89.70	573 4.83
4	Manual work	HC %	1 2.04	48 97.96	49 1.84				3 17.65	14 82.35	17 1.12	2 100.00		2 0.02
5a	Prof. Admin. work	HC %	99 53.23	87 46.77	186 7.00	39 75.00	13 25.00	52 5.78	12 85.71	2 14.29	14 0.92	49 75.38	16 24.62	65 0.55
5b/5c	Office and Admin. work	HC %	236 85.51	40 14.49	276 10.38	8 88.89	1 11.11	9 1.00	33 80.49	8 19.51	41 2.70	5 83.33	1 16.67	6 0.05
Total		HC %	559 21.03	2,099 78.97	2,658 100.00	242 26.89	658 73.11	900 100.00	347 22.89	1,169 77.11	1,516 100.00	2,394 20.19	9,466 79.81	11,860 100.00

Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2022

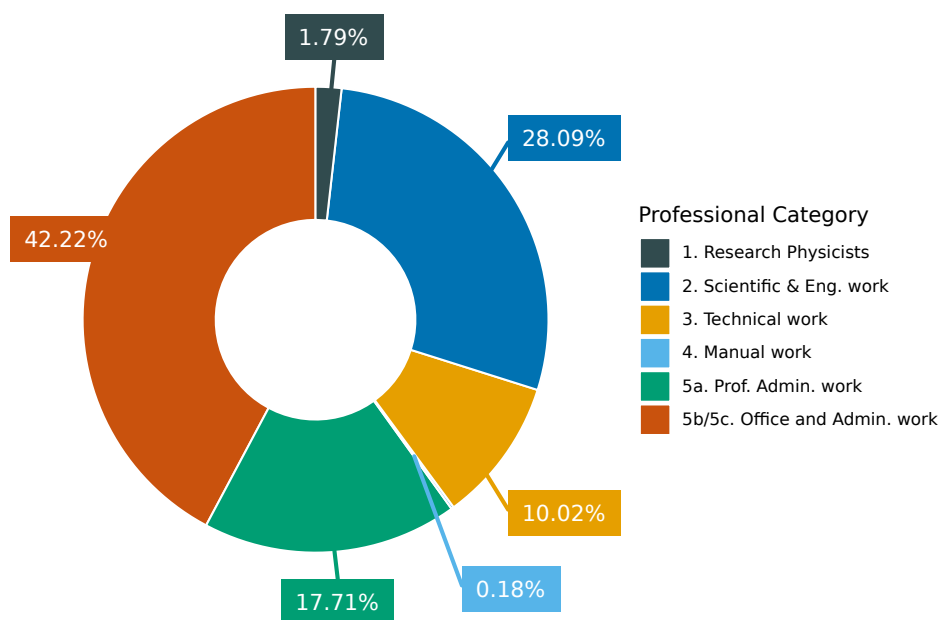
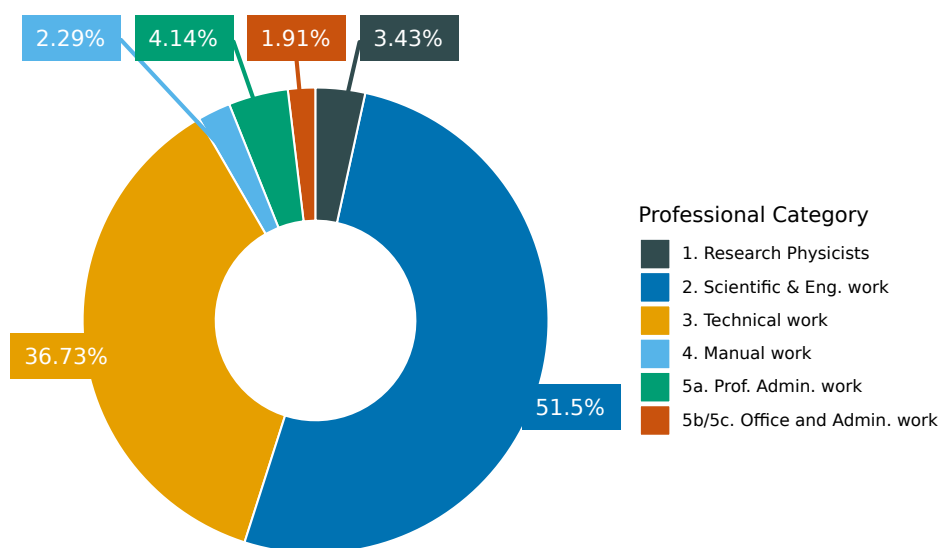
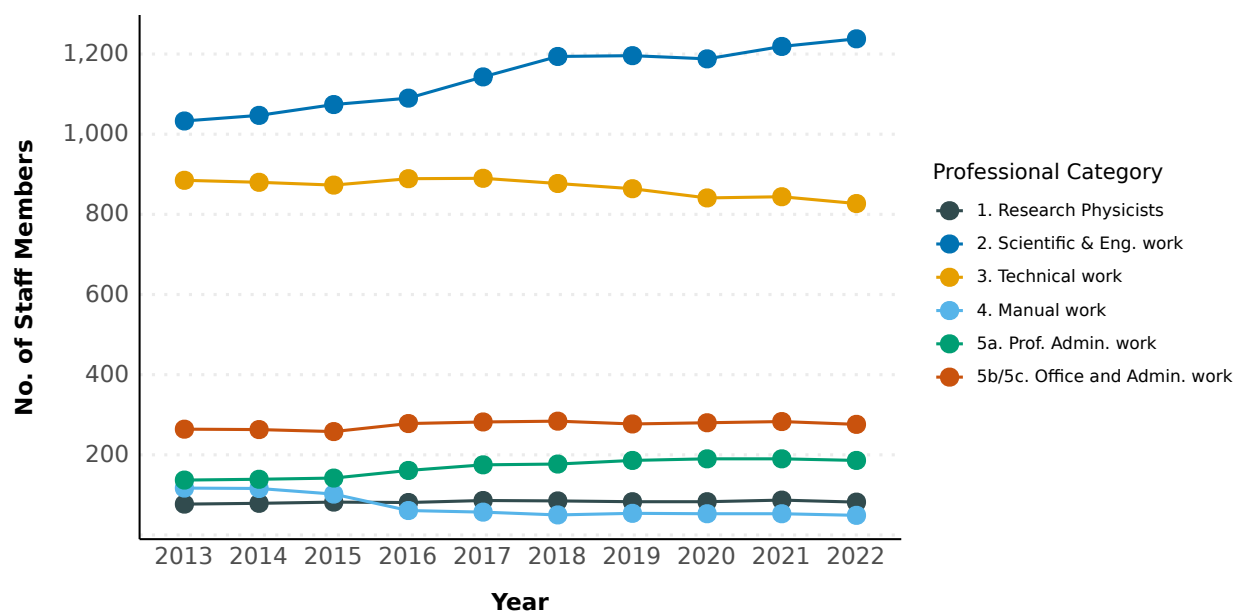


Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2022**Table 4:** Staff Members by Professional Category over the last 10 Years (2013 – 2022)

Professional Category	Year									
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
1 Research Physicists	77	79	82	81	86	85	83	83	87	82
2 Scientific & Eng. work	1,033	1,047	1,074	1,090	1,143	1,194	1,196	1,188	1,219	1,238
3 Technical work	885	880	873	889	890	877	864	841	844	827
4 Manual work	117	116	102	61	57	50	54	53	53	49
5a Prof. Admin. work	137	139	142	161	175	177	186	190	190	186
5b/5c Office and Admin. work	264	263	258	278	282	284	277	280	283	276
Total	2,513	2,524	2,531	2,560	2,633	2,667	2,660	2,635	2,676	2,658

Table 5: Staff Members by Professional Category and Benchmark Job Range – 31.12.2022

Benchmark Job Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c	HC	%
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work		
1-2-(3)				1		1	2	0.08
2-3-(4)				48			48	1.81
3-4-(5)			460			166	626	23.55
4-5-(6)			367			109	476	17.91
6-7-(8)	59	1,064			160		1,283	48.27
9-(10)	23	174			26		223	8.39
Total	82	1,238	827	49	186	276	2,658	100.00

Figure 4: Staff Members by Professional Category over the last 10 Years (2013 – 2022)**Table 6:** Staff Members by Professional Category and Type of Contract – 31.12.2022

Professional Category	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	%
1 Research Physicists	41	50.00	41	50.00	82	3.09
2 Scientific & Eng. work	378	30.53	860	69.47	1,238	46.58
3 Technical work	267	32.29	560	67.71	827	31.11
4 Manual work	32	65.31	17	34.69	49	1.84
5a Prof. Admin. work	52	27.96	134	72.04	186	7.00
5b/5c Office and Admin. work	105	38.04	171	61.96	276	10.38
Total	875	32.92	1,783	67.08	2,658	100.00

Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2018 – 2022)

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	%	
2018	LD IC	44	51.76	383	32.08	285	32.50	31	62.00	57	32.20	108	38.03	908	34.05	2,667
		41	48.24	811	67.92	592	67.50	19	38.00	120	67.80	176	61.97	1,759	65.95	
2019	LD IC	41	49.40	375	31.35	276	31.94	37	68.52	58	31.18	105	37.91	892	33.53	2,660
		42	50.60	821	68.65	588	68.06	17	31.48	128	68.82	172	62.09	1,768	66.47	
2020	LD IC	41	49.40	358	30.13	266	31.63	37	69.81	61	32.11	103	36.79	866	32.87	2,635
		42	50.60	830	69.87	575	68.37	16	30.19	129	67.89	177	63.21	1,769	67.13	
2021	LD IC	45	51.72	371	30.43	275	32.58	36	67.92	60	31.58	110	38.87	897	33.52	2,676
		42	48.28	848	69.57	569	67.42	17	32.08	130	68.42	173	61.13	1,779	66.48	
2022	LD IC	41	50.00	378	30.53	267	32.29	32	65.31	52	27.96	105	38.04	875	32.92	2,658
		41	50.00	860	69.47	560	67.71	17	34.69	134	72.04	171	61.96	1,783	67.08	

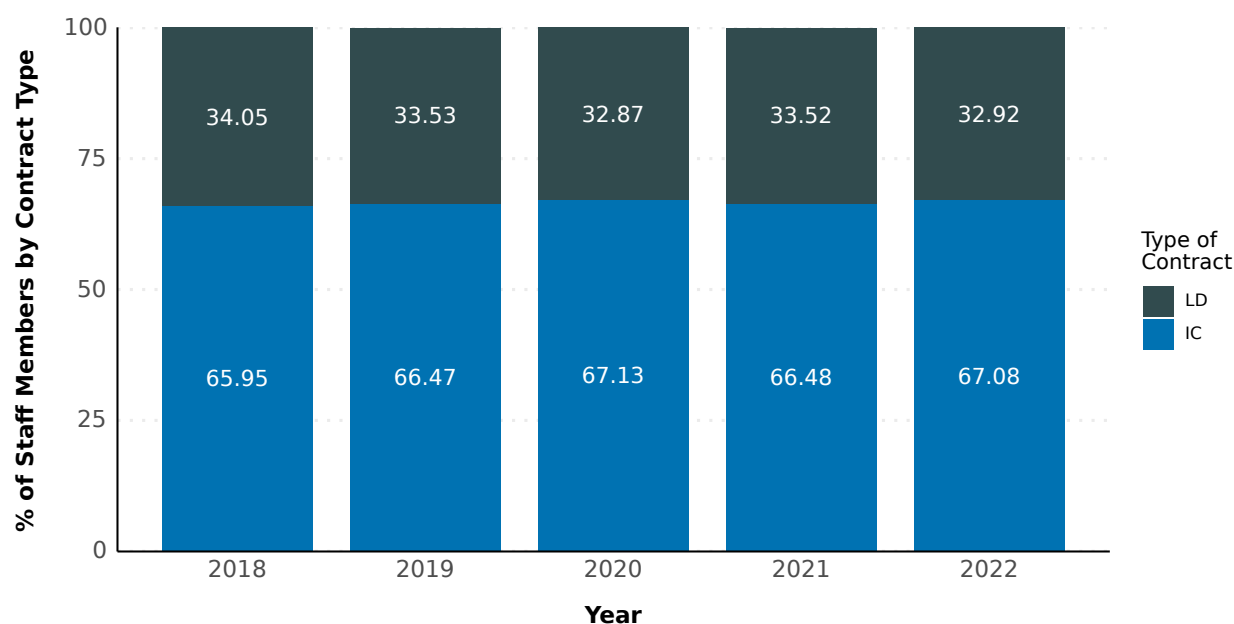
Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2018 – 2022)

Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2022 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	
1	24	21	1	5	4	56

Table 9: Staff Members with LD Extensions by Professional Category as of 31.12.2022

	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 at 31.12.2021 *	8	72	55	3	12	17	167
No. of extended as at 31.12.2022 **		60	38	3	6	17	124

* Staff Members on LD contracts in their 5th year on 31st December 2021.

** Staff Members on LD contracts in their 6th year on 31st December 2022.

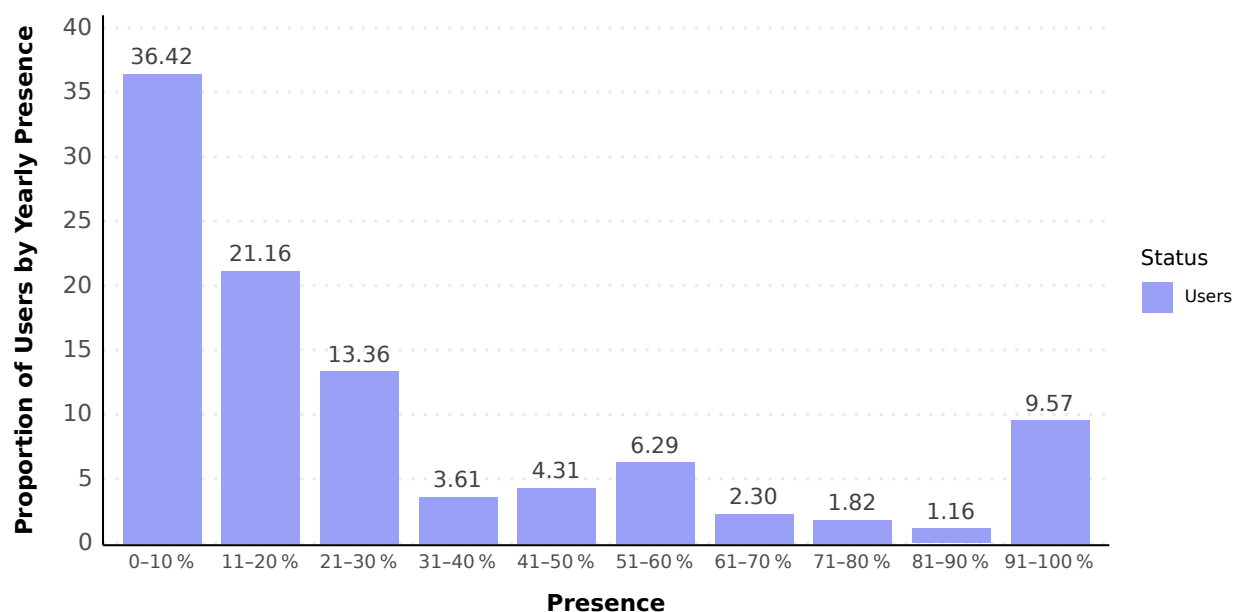
Table 10: Number of Fellows by Category – 31.12.2022

Category		
	HC	%
CERN	773	85.89
Marie Skłodowska-Curie	10	1.11
Tech. Training Experience	117	13.00
Total	900	100.00

Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2022

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 %	3,607	477	207		26	3	4,320
11–20 %	2,169	215	118	1	6		2,509
21–30 %	1,372	128	80	1	3		1,584
31–40 %	392	21	14		1		428
41–50 %	429	53	23		5	1	511
51–60 %	641	66	34		5		746
61–70 %	215	31	26		1		273
71–80 %	187	15	14				216
81–90 %	124	8	4		2		138
91–100 %	918	146	53		16	2	1,135
Total	10,054	1,160	573	2	65	6	11,860
%	84.77	9.78	4.83	0.02	0.55	0.05	100.00

* 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 – 31.12.2022

3 Working Conditions

Table 12: Staff Members by Professional Category and Weekly Working Hours* – 31.12.2022

Working Hours	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
Weekly	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
20		16	9		5	4	34	1.28
24	1	6	1		2	1	11	0.41
26			2				2	0.08
28		4				2	6	0.23
30		1	1				2	0.08
32	2	9	10		4	10	35	1.32
35						1	1	0.04
36		12	8		5	10	35	1.32
40	79	1,190	796	49	170	248	2,532	95.26
Total	82	1,238	827	49	186	276	2,658	
%	3.09	46.58	31.11	1.84	7.00	10.38		100.00

*Including 30 Staff Members on PRP (Progressive Retirement Programme).

Table 13a: Telework taken during 2022 by Staff Members in post on 31.12.2022 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	13	4	41	3	14	1	4	1				82	82.93
2 Scientific & Eng. work	3	62	73	494	48	349	30	163	2	10	1	3	1,238	94.75
3 Technical work	5	157	34	468	13	108	4	34		4			827	80.41
4 Manual work	1	48											49	
5a Prof. Admin. work	2	7	22	24	41	32	32	22	2	2			186	95.16
5b/5c Office & Admin. work	8	5	44	17	99	6	79	11	4	1	2		276	95.29
Total	20	292	177	1,044	204	509	146	234	9	17	3	3	2,658	
% Total	0.75	10.99	6.66	39.28	7.67	19.15	5.49	8.80	0.34	0.64	0.11	0.11	100.00	88.26

Table 13b: Telework taken during 2022 by Fellows in post on 31.12.2022
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	4	16	16	39	3	15	3						96	79.17
2	Scientific & Eng. work	14	44	76	232	45	118	13	58	1	1		2	604	90.40
3	Technical work	2	38	15	57	4	14	2	6		1			139	71.22
4	Manual work														
5a	Prof. Admin. work	1		11	5	19	7	6	1	2				52	98.08
5b/5c	Office & Admin. work			3		5	1							9	100.00
Total		21	98	121	333	76	155	21	68	3	2		2	900	86.78
% Total		2.33	10.89	13.44	37.00	8.44	17.22	2.33	7.56	0.33	0.22	NA	0.22	100.00	

Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2022

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	215	114	52	22	156	559
	%	38.46	20.39	9.30	3.94	27.91	100.00
Male	HC	1,039	585	179	45	251	2,099
	%	49.50	27.87	8.53	2.14	11.96	100.00
Total		1,254	699	231	67	407	2,658
% Total		47.18	26.30	8.69	2.52	15.31	100.00

4 Age and Seniority

Table 15: Staff Members by Age Range over the period 2012 – 2022

Age Range	Year		
	2012	2017	2022
≤25	30	15	9
26–30	146	150	107
31–35	410	336	317
36–40	424	466	402
41–45	439	417	429
46–50	406	427	405
51–55	307	397	420
56–60	228	289	383
61–65	121	136	183
>65	1		3
Total	2,512	2,633	2,658

Figure 7: Staff Members by Age Range over the period 2012 – 2022

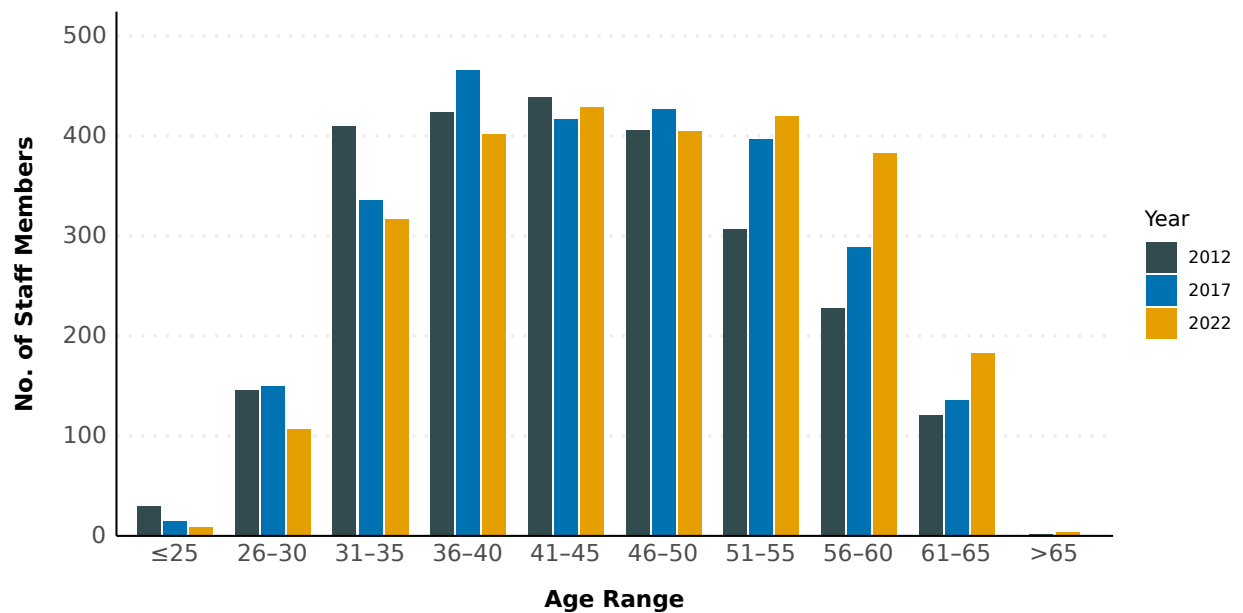


Table 16: Staff Members by Age Range and Professional Category – 31.12.2022

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	8				9	0.34
26–30		45	48	2	1	11	107	4.03
31–35	17	143	101	6	8	42	317	11.93
36–40	24	196	106	13	32	31	402	15.12
41–45	6	193	148	11	20	51	429	16.14
46–50	7	171	131	10	38	48	405	15.24
51–55	9	195	130	2	37	47	420	15.80
56–60	7	201	110	5	30	30	383	14.41
61–65	12	91	44		20	16	183	6.88
>65		2	1				3	0.11
Total	82	1,238	827	49	186	276	2,658	100.00
Average Age	44.99	46.75	45.53	43.04	49.15	45.61	46.30	

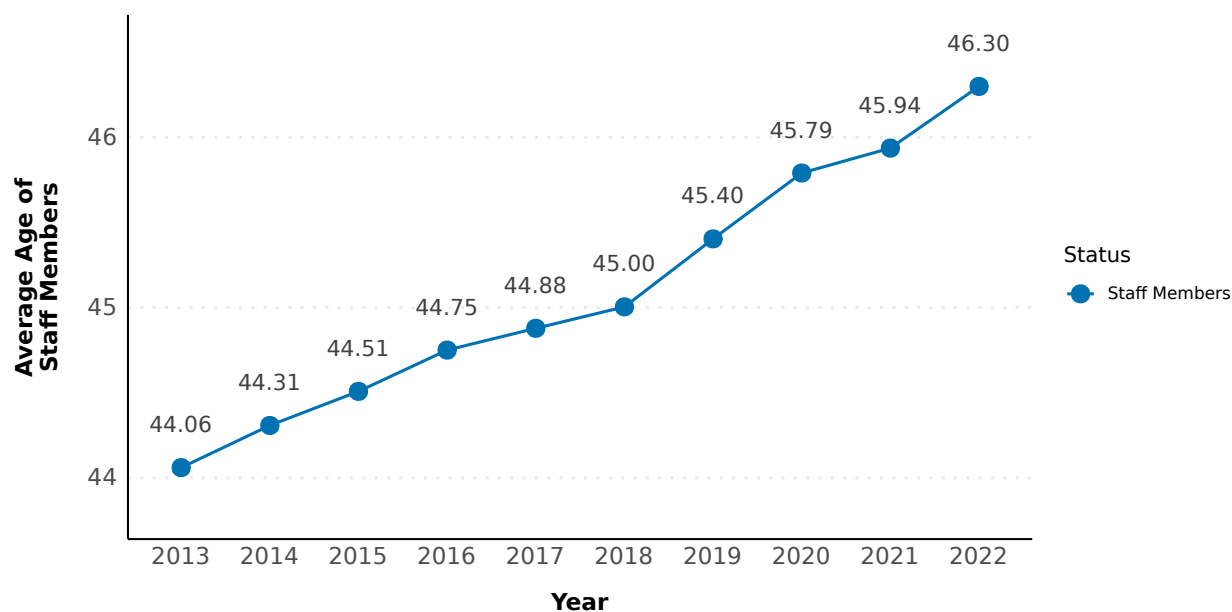
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2013 – 2022)

Table 17: Staff Members by Professional Category and Years of Service – 31.12.2022

Completed Years of Service in 2022	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	271	186	23	40	67	630	23.70
5–9	10	208	124	12	31	55	440	16.55
10–14	5	168	137	3	22	24	359	13.51
15–19	6	148	191	7	22	77	451	16.97
20–24	6	204	80	3	26	24	343	12.90
25–29	8	144	55		23	9	239	8.99
30–34	4	68	36	1	13	10	132	4.97
≥35		27	18		9	10	64	2.41
Total	82	1,238	827	49	186	276	2,658	100.00
Average Years of Service	9.45	14.45	13.48	7.61	15.39	12.91	13.78	

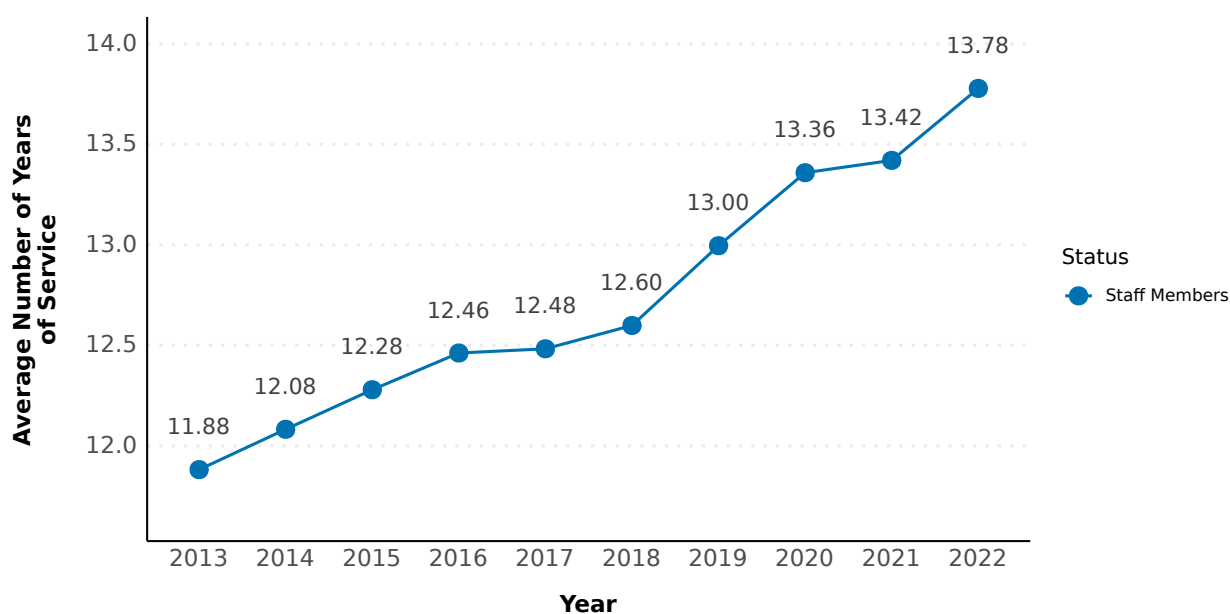
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2013 – 2022)

Table 18a: Staff Members by Type of Contract, Work Time and Years of Service – 31.12.2022

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	620	5	625	5		5	630	23.70
5–9	247	3	250	187	3	190	440	16.55
10–14				346	13	359	359	13.51
15–19				429	22	451	451	16.97
20–24				318	25	343	343	12.90
25–29				215	24	239	239	8.99
30–34				123	9	132	132	4.97
≥35				42	22	64	64	2.41
Total	867	8	875	1,665	118	1,783	2,658	100.00

Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2022

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	8	58	40	7	6	11	130	14.86
1	12	64	45	4	7	20	152	17.37
2	9	42	27	2	6	16	102	11.66
3	4	36	30	9	12	11	102	11.66
4	6	70	44	1	9	9	139	15.89
5		60	38	3	6	17	124	14.17
6	1	31	24		5	12	73	8.34
7	1	17	19	6	1	9	53	6.06
Total	41	378	267	32	52	105	875	100.00

Table 19: Fellows and MPAs by Age Range – 31.12.2022

Age Range	MPE		MPA								Grand Total	
	Fellows		MPA int. coll. excl. Users		MPA exch. scient.		MPA training		Users			
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
≤25	159	17.67	54	14.32	5	0.84	245	45.20	985	8.31	1,448	10.14
26–30	393	43.67	71	18.83	21	3.52	259	47.79	2,101	17.72	2,845	19.93
31–35	275	30.56	56	14.85	47	7.87	29	5.35	1,435	12.10	1,842	12.90
36–40	58	6.44	33	8.75	77	12.90	7	1.29	1,236	10.42	1,411	9.88
41–45	13	1.44	44	11.67	83	13.90	1	0.18	1,081	9.11	1,222	8.56
46–50	1	0.11	28	7.43	74	12.40	1	0.18	1,026	8.65	1,130	7.92
51–55	1	0.11	32	8.49	73	12.23			1,047	8.83	1,153	8.08
56–60			23	6.10	68	11.39			1,019	8.59	1,110	7.78
61–65			24	6.37	52	8.71			798	6.73	874	6.12
>65			12	3.18	97	16.25			1,132	9.54	1,241	8.69
Total	900	100.00	377	100.00	597	100.00	542	100.00	11,860	100.00	14,276	100.00

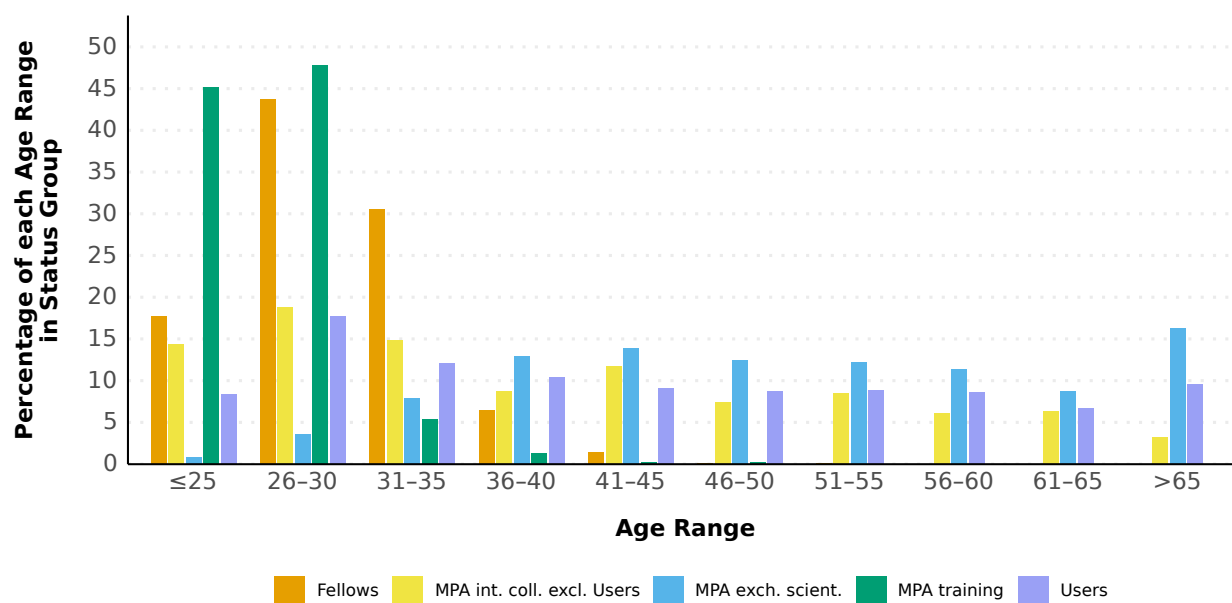
Figure 10: Fellows and MPAs by Age Range – 31.12.2022

Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2022

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	38.05	37.01	36.66	39.41	41.48	38.08	37.43
	IC	51.93	51.04	49.76	49.88	52.12	50.24	50.65
Fellows		32.55	29.60	26.50		29.87	29.11	29.45
MPA int. coll.		43.22	44.68	47.74	57.00	47.60	38.67	43.63
MPA exch. scient.		51.17	52.93			52.00		51.22
MPA training		23.00	26.29		18.35	30.17	25.51	26.01

Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2018 – 2022)

Age Range	Year				
	2018	2019	2020	2021	2022
≤25	1,363	1,245	713	650	985
26–30	2,302	2,247	2,056	1,966	2,101
31–35	1,639	1,613	1,477	1,413	1,435
36–40	1,244	1,254	1,194	1,192	1,236
41–45	1,100	1,112	1,056	1,049	1,081
46–50	1,109	1,078	1,056	1,010	1,026
51–55	1,094	1,083	1,023	1,046	1,047
56–60	975	987	1,005	986	1,019
61–65	716	767	755	762	798
>65	1,027	1,041	1,065	1,101	1,132
Total	12,569	12,427	11,400	11,175	11,860

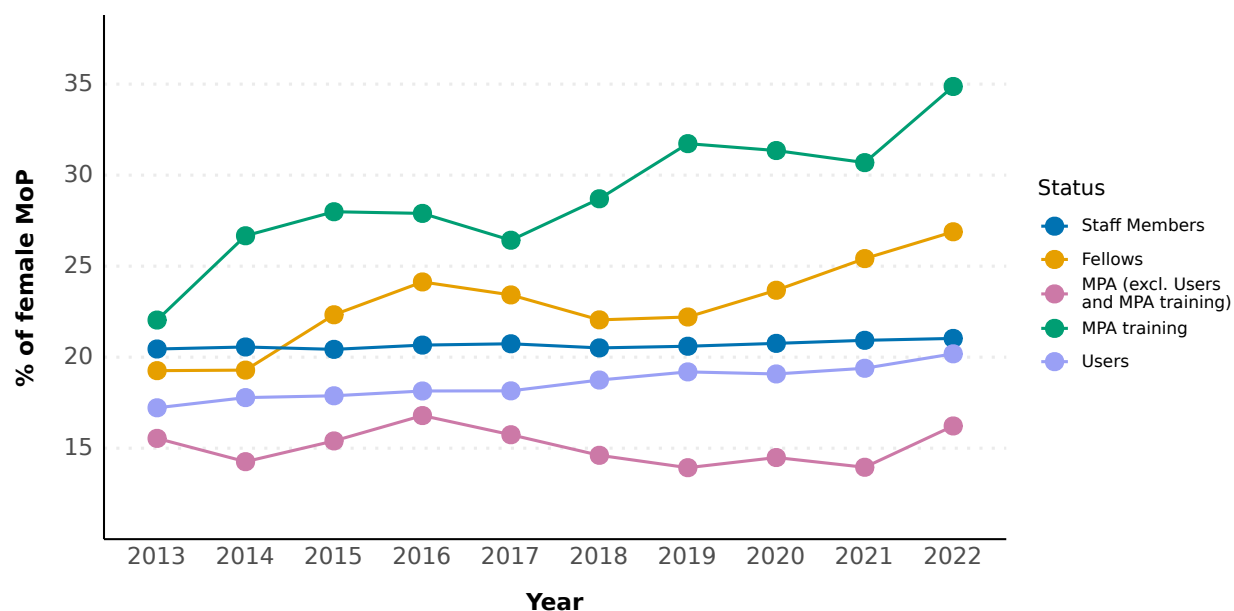
5 Gender

Table 22a: Number and Proportion of Female MPE by Department/Unit and Status – 31.12.2022

Dept.	Status						Grand Total		
	Staff Members			Fellows			Total MPE		
	F	Total	% F	F	Total	% F	F	Total	% F
ATS	9	30	30.00	3	7	42.86	12	37	32.43
BE	37	309	11.97	18	94	19.15	55	403	13.65
DG	27	40	67.50	1	2	50.00	28	42	66.67
EN	40	329	12.16	20	63	31.75	60	392	15.31
EP	94	513	18.32	60	251	23.90	154	764	20.16
FAP	38	83	45.78	9	31	29.03	47	114	41.23
HR	62	73	84.93	3	5	60.00	65	78	83.33
HSE	31	159	19.50	9	34	26.47	40	193	20.73
IPT	22	51	43.14	9	11	81.82	31	62	50.00
IR	33	51	64.71	14	22	63.64	47	73	64.38
IT	32	212	15.09	20	88	22.73	52	300	17.33
PF	14	22	63.64	2	4	50.00	16	26	61.54
RCS	9	22	40.91	3	7	42.86	12	29	41.38
SCE	29	100	29.00	9	19	47.37	38	119	31.93
SY	37	329	11.25	26	120	21.67	63	449	14.03
TE	38	312	12.18	28	103	27.18	66	415	15.90
TH	7	23	30.43	8	39	20.51	15	62	24.19
Total	559	2,658	21.03	242	900	26.89	801	3,558	22.51

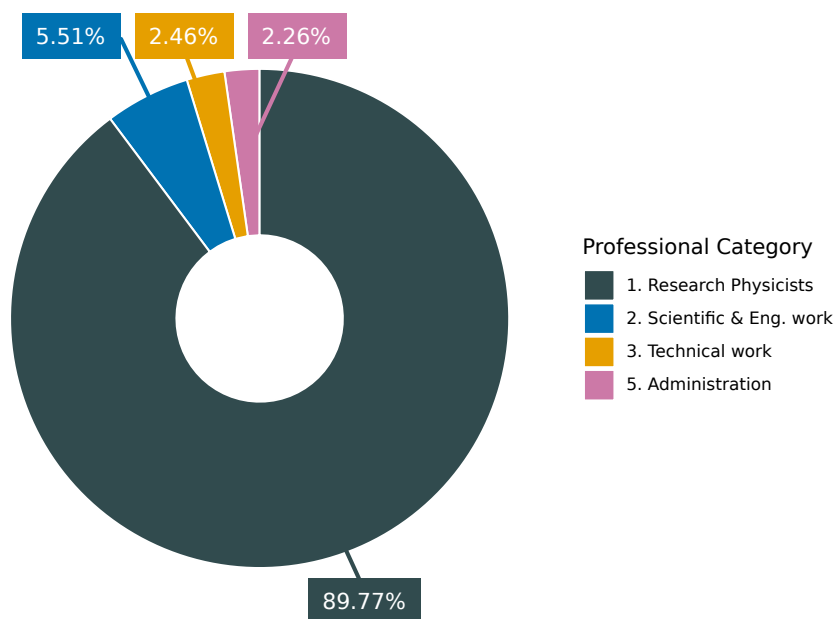
Table 22b: Number and Proportion of Female MPA by Department/Unit and Status – 31.12.2022

Dept.	Status									Grand Total		
	MPA int. coll.			MPA exch. scient.			MPA training			Total MPA		
	F	Total	% F	F	Total	% F	F	Total	% F	F	Total	% F
ATS	6	15	40.00	6	6		3	6	50.00	9	27	33.33
BE	11	55	20.00	7	41	17.07	34	102	33.33	52	198	26.26
DG				9						9		
EN	3	10	30.00				1	13	7.69	4	23	17.39
EP	2,401	11,951	20.09	8	37	21.62	61	198	30.81	2,470	12,186	20.27
FAP	1	14	7.14					1		1	15	6.67
HR							3	7	42.86	3	7	42.86
HSE	6	9	66.67	1	3	33.33	2	7	28.57	9	19	47.37
IPT	4	6	66.67				2	4	50.00	6	10	60.00
IR	1	2	50.00	1	1	100.00	18	22	81.82	20	25	80.00
IT	15	79	18.99		1		13	30	43.33	28	110	25.45
PF								1		1		
RCS				4			3	5	60.00	3	9	33.33
SCE	2	3	66.67				2	3	66.67	4	6	66.67
SY	3	24	12.50	5	25	20.00	23	75	30.67	31	124	25.00
TE	10	50	20.00		3		24	68	35.29	34	121	28.10
TH	2	19	10.53	65	467	13.92				67	486	13.79
Total	2,465	12,237	20.14	87	597	14.57	189	542	34.87	2,741	13,376	20.49

Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2013 – 2022)**Table 23:** Staff Members by Gender and Type of Contract – 31.12.2022

Gender	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	% Gender
Female	192	34.35	367	65.65	559	21.03
Male	683	32.54	1,416	67.46	2,099	78.97
Total	875	32.92	1,783	67.08	2,658	100.00

Figure 12: Female Users by Professional Category – 31.12.2022



6 Nationality

Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2022

Nationality	International Benefits Status				Grand Total	
	International		Non-international			
	HC	%	HC	%	HC	%
AT	56	3.08			56	2.11
BE	96	5.28	4	0.48	100	3.76
BG	14	0.77			14	0.53
CH	76	4.18	128	15.22	204	7.67
CY	2	0.11			2	0.08
CZ	12	0.66			12	0.45
DE	165	9.08	4	0.48	169	6.36
DK	15	0.83	1	0.12	16	0.60
ES	165	9.08	14	1.66	179	6.73
FI	28	1.54	1	0.12	29	1.09
FR	305	16.79	645	76.69	950	35.74
GB	186	10.24	13	1.55	199	7.49
GR	62	3.41			62	2.33
HR	2	0.11			2	0.08
HU	15	0.83	1	0.12	16	0.60
IL	1	0.06			1	0.04
IN	6	0.33	1	0.12	7	0.26
IT	304	16.73	19	2.26	323	12.15
LT	2	0.11			2	0.08
NL	59	3.25	3	0.36	62	2.33
NO	13	0.72			13	0.49
PK	4	0.22			4	0.15
PL	91	5.01			91	3.42
PT	54	2.97	4	0.48	58	2.18
RO	23	1.27	1	0.12	24	0.90
RS	6	0.33			6	0.23
SE	23	1.27	1	0.12	24	0.90
SI	1	0.06			1	0.04
SK	13	0.72	1	0.12	14	0.53
TR	5	0.28			5	0.19
UA	3	0.17			3	0.11
NMS	10	0.55			10	0.38
Total	1,817	100.00	841	100.00	2,658	100.00

Table 25: Staff Members by Nationality, Professional Category and Gender – 31.12.2022

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	5	45	1	4			1	4	1	1
BE		2	3	50	2	24	1		6	16	6	7
BG			2	10		1			2	3		
CH	1	4	12	88	4	55	1		8	15	36	41
CY		1		1								
CZ			2	7		2	1				2	2
DE	2	19	8	118	1	12	5		5	10	4	5
DK		2		8		4			1	1	1	1
ES	1	3	24	115	7	40	5		6	7	8	9
FI		1	1	10		5	5			3	5	5
FR	1	5	33	217	24	499	19		40	64	118	146
GB	1	9	6	89	5	53	1	3	16	28	16	17
GR		2	7	40	1	11	1		1	3	5	5
HR				1		1						
HU			2	12		2					1	2
IL							1					
IN			2	5		1				1		
IT	3	17	34	229	2	47	3		4	13	14	14
LT				1							1	1
NL		3		36	3	17	1		1	4	1	1
NO		1		3	1	6				2	1	1
PK			1	2		1				1		
PL	1	1	9	69	1	14			2	3	3	4
PT		2	4	38		10			4	5	2	3
RO				13	2	5	1				5	5
RS		1	1	3		2						
SE				13		4	2		2	3	2	2
SI						1						
SK				11							3	3
TR					1	5						
UA			1	2	1	1						
NMS		7		2							1	1
Total	10	82	157	1,238	56	827	1	49	99	186	236	276
											559	2,658

Table 26: Staff Members by Nationality, Grade and Gender – 31.12.2022

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	F Total
AT			1	1 2	1 2	1 11	9	4 17	1 12	2	8	56
BE		1		2 7	3 13	5 27	5 19	2 19	12	2	17	100
BG					1	4	4 6	3			4	14
CH			11 18	14 36	13 36	9 30	6 36	7 33	1 13	2	61	204
CY						1				1		2
CZ			2 4	1		2 6	1				4	12
DE		2	1 1	2 10	2 5	9 45	3 39	2 34	1 29	4	20	169
DK			1	1 1	1	5	5	1		1 1	2	16
ES		3	4 17	8 18	2 14	12 57	11 35	6 26	3 7	2	46	179
FI		5	2 2	2	2 5	2 8	2	3	2		6	29
FR		8	24 117	77 276	28 226	35 140	21 79	21 74	8 25	2 5	216	950
GB		1	6 17	3 17	11 31	10 47	8 29	4 32	2 18	1 7	45	199
GR		1	4 5	2 7	4	6 29	1 7	4	3	1 2	14	62
HR				1		1						2
HU				1 3	1	4	1 7		1 1		3	16
IL		1										1
IN			1			1 4		1	1 1		2	7
IT			4 13	7 23	4 21	15 87	9 68	10 57	7 44	1 10	57	323
LT			1 1			1					1	2
NL			2 3	1	2 13	16	9	1 13	7		5	62
NO			1	3	1 2	1 2	1	3		1	2	13
PK			1			1 2	1				1	4
PL			1 6	8	3 4	6 39	5 19	1 14		1	16	91
PT			1	1 7	1 5	4 23	1 11	2 9	1 2		10	58
RO		1	2 2	3 5	2 3	9	3	1			7	24
RS			1		1	1 3	1				1	6
SE		2	2	1 2	1 2	2	1 3	1 7	4		4	24
SI					1							1
SK			1 1	2 2		1	4	6			3	14
TR				1 4	1						1	5
UA			1 1			1 2					2	3
NMS			1 1			6	2	1			1	10
Total	0 0	0 25	67 218	126 436	76 392	121 612	76 396	61 358	26 181	6 40	559 2,658	

Table 27: Staff Members by Nationality, Benchmark Job Range and Gender – 31.12.2022

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	5	37	1	14	8	56
BE			1		2	7	6	24	9	53		15	17	100
BG							1		4	13			4	14
CH			1		21	46	19	50	20	92	1	15	61	204
CY										1		1		2
CZ			1		2	4			2	7			4	12
DE			5		3	6	2	11	14	114	1	33	20	169
DK					1	2		3		9	1	2	2	16
ES			5		6	23	9	26	28	116	3	9	46	179
FI			5		2	3	3	7	1	12		2	6	29
FR		2		18	93	416	49	228	64	256	10	30	216	950
GB			1	3	13	38	8	32	20	101	3	25	45	199
GR				1	4	7	2	9	7	40	1	5	14	62
HR								1		1				2
HU					1	2		2	1	11	1	1	3	16
IL			1											1
IN						1			1	5	1	1	2	7
IT			3		7	28	9	33	33	204	8	55	57	323
LT					1	1				1			1	2
NL			1		3	7	1	11	1	36		7	5	62
NO						2	2	5		5		1	2	13
PK						1			1	3			1	4
PL					1	10	3	8	12	72		1	16	91
PT					1	8	1	5	7	43	1	2	10	58
RO			1		3	4	4	6		13			7	24
RS						1		1	1	4			1	6
SE			2		1	4	1	2	2	12		4	4	24
SI								1						1
SK					1	1	2	2		11			3	14
TR							1	5					1	5
UA					1	1			1	2			2	3
NMS					1	1				9			1	10
Total	0	2	1	48	168	626	124	476	234	1,283	32	223	559	2,658

Table 28: Other Members of the Personnel by Nationality and Status – 31.12.2022

Nationality	Fellows		MPA (excl. Users and MPA training)		MPA training		Users		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	14	1.56	10	1.03	24	4.43	89	0.75	137	0.96
BE	12	1.33	6	0.62	6	1.11	98	0.83	122	0.85
BG	5	0.56	11	1.13	1	0.18	74	0.62	91	0.64
CH	29	3.22	31	3.18	27	4.98	201	1.69	288	2.02
CY	1	0.11	2	0.21	2	0.37	21	0.18	26	0.18
CZ	13	1.44	9	0.92	19	3.51	218	1.84	259	1.81
DE	72	8.00	91	9.34	58	10.70	1,104	9.31	1,325	9.28
DK	5	0.56	3	0.31	6	1.11	51	0.43	65	0.46
EE	1	0.11			7	1.29	20	0.17	28	0.20
ES	100	11.11	85	8.73	50	9.23	441	3.72	676	4.74
FI	7	0.78	6	0.62	2	0.37	79	0.67	94	0.66
FR	99	11.00	70	7.19	31	5.72	780	6.58	980	6.86
GB	49	5.44	53	5.44	18	3.32	656	5.53	776	5.44
GR	61	6.78	34	3.49	41	7.56	213	1.80	349	2.44
HR	5	0.56	2	0.21	4	0.74	46	0.39	57	0.40
HU	8	0.89	4	0.41	5	0.92	74	0.62	91	0.64
IL	1	0.11	7	0.72			48	0.40	56	0.39
IN	35	3.89	19	1.95	7	1.29	374	3.15	435	3.05
IT	132	14.67	210	21.56	101	18.63	1,906	16.07	2,349	16.45
LT	6	0.67	1	0.10			23	0.19	30	0.21
LV	1	0.11	2	0.21	5	0.92	16	0.13	24	0.17
NL	8	0.89	4	0.41	17	3.14	158	1.33	187	1.31
NO	15	1.67	5	0.51	18	3.32	55	0.46	93	0.65
PK	4	0.44	6	0.62	4	0.74	67	0.56	81	0.57
PL	67	7.44	51	5.24	35	6.46	316	2.66	469	3.29
PT	43	4.78	41	4.21	11	2.03	111	0.94	206	1.44
RO	11	1.22	6	0.62	6	1.11	137	1.16	160	1.12
RS	10	1.11	4	0.41	5	0.92	42	0.35	61	0.43
SE	11	1.22	8	0.82	8	1.48	63	0.53	90	0.63
SI	2	0.22	3	0.31	1	0.18	36	0.30	42	0.29
SK	14	1.56	2	0.21	5	0.92	117	0.99	138	0.97
TR	11	1.22	6	0.62	1	0.18	160	1.35	178	1.25
UA	11	1.22	7	0.72	4	0.74	82	0.69	104	0.73
NMS	37	4.11	175	17.97	13	2.40	3,984	33.59	4,209	29.48
Total	900	100.00	974	100.00	542	100.00	11,860	100.00	14,276	100.00
%	6.30		6.82		3.80		83.08		100.00	

Table 29a: Users by Nationality and Experiment/Programme – 31.12.2022

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	17	31	2	2	1	10	11	5	4	1	5	89
BE	11	56		3	2	3	1	19	1	1	1	98
BG	5	29	8	4	10			13	2	3		74
CH	54	51	5	23	12	7	4	2	13	11	19	201
CY	1	14	1	1	1	1		1	1			21
CZ	121	4	27	2	28	5		1	3	8	19	218
DE	355	197	129	76	84	40	22	72	62	16	51	1,104
DK	9		24	3	4		2	8			1	51
EE		14				3					3	20
ES	117	90	11	68	3	28	2	40	26	25	31	441
FI	4	39	7	1	1	3	1	11	1	2	9	79
FR	242	123	96	63	28	7	28	35	43	48	67	780
GB	285	91	16	106	14	7	12	52	13	43	17	656
GR	87	63	9	5	2	11		6	7	6	17	213
HR	5	20	8		1	2		3	1	3	3	46
HU	8	32	20		7		1	4			2	74
IL	37	3		1	1		2				4	48
IN	69	157	85	15	11	2	1	7	7	11	9	374
IT	435	496	189	191	131	37	28	36	144	109	110	1,906
LT	3	13	2	2			1				2	23
LV	2	12					1	1				16
NL	55	12	22	40	3	1	3	5	6	2	9	158
NO	23	1	24	1			1	4			1	55
PK	13	34	14	1	2			1	1		1	67
PL	59	34	42	39	70	3	15	30	8	8	8	316
PT	33	11	1	3	12	9	1	19	13	6	3	111
RO	44	7	29	12	10	6		19	2	5	3	137
RS	10	14	1		7			3	1	1	5	42
SE	28	5	6	3	1		2	9	1	1	7	63
SI	21	4		4	1				5		1	36
SK	43	1	33	1	12	1	1	16	4	5		117
TR	34	80	6	4	8			3	5	2	18	160
UA	20	17	6	17	11			3	4	1	3	82
NMS	1,330	1,185	385	268	233	35	54	76	153	180	85	3,984
Total	3,580	2,940	1,208	959	711	221	194	504	531	498	514	11,860

Table 29b: Non-Member States Users by Nationality and Experiment/Programme
Top 10 Nationalities – 31.12.2022

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	341	421	50	26	20	3	11	15	46	119	8	1,060
RU	269	225	135	109	139	15	3	8	15	7	29	954
CN	214	110	35	73	19	6	1	9	56	12	7	542
JP	111	6	35	2	23	3	12	2	15	6	19	234
KR	7	84	43	1	5		4	2	1	1	4	152
CA	87	15	1	1	6	1	12	3	4	4	3	137
BR	37	48	9	25			3	2	1	6	1	132
MX	5	32	21		6	1		1	1	1	1	69
GE	30	21	2									53
CO	8	22		3				3	2	7		45
Total	1,109	984	331	240	218	29	46	45	141	163	72	3,378

Table 30a: Users by Country of Institute and Experiment/Programme – 31.12.2022

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	8	33	4			10	19	2	4		5	85
BE		82			4	2		39	1	1		129
BG		22	6		7			6	2			43
CH	68	112		61	15	12	7	6	47	21	57	406
CY		14				1						15
CZ	130	1	32		33	8		3	4	12	21	244
DE	418	205	170	78	103	42	20	65	69	8	47	1,225
DK	8		24		5		4	8				49
EE		24				3					3	30
ES	101	81		62	1	27		34	24	23	30	383
FI		37	12			15		16	2	1	7	90
FR	260	121	107	89	18	6	26	47	38	61	71	844
GB	391	101	16	169	20	4	21	59	22	77	18	898
GR	48	38	5			12		3	5	1	7	119
HR		23	6		1	2		2		3	1	38
HU	1	39	19	1	8			3			2	73
IL	56				1		1				6	64
IN		60	62		5			2			3	132
IT	286	394	176	149	129	32	28	30	124	86	93	1,527
LT		12									2	14
LV		14					1	1				16
NL	64	3	25	54	1		1	4	5	2	10	169
NO	33	2	35		1		2	6				79
PK	1	21	13									35
PL	49	23	43	44	80	4	15	26	7	4	10	305
PT	24	12			14	9		21	13	5	2	100
RO	38		24	10	7	5		19	1	2	3	109
RS	8	11			7			3			4	33
SE	53		16	3		1	1	13			16	103
SI	16			4					4			24
SK	25		22		6			14	3			70
TR	23	64	4		5			3	5	1	17	122
UA		8	6	6	2			2		1		25
NMS	1,471	1,383	381	229	238	26	48	67	151	189	79	4,262
Total	3,580	2,940	1,208	959	711	221	194	504	531	498	514	11,860

Table 30b: Non-Member States Users by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2022

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	656	803	76	40	28	7	5	24	83	167	13	1,902
RU	258	189	127	100	148	16	1	5		2	27	873
CN	123	66	28	54	15			6	37	1	3	333
JP	102		38		21	3	10	2	17	5	18	216
CA	145				9		25	10	5	1	4	199
KR		87	44		5		5	3			3	147
BR	26	48	11	25			2	2		6	2	122
ZA	36		11					5				52
MX		23	20		4			1	1			49
TW	10	27			2				6			45
Total	1,356	1,243	355	219	232	26	48	58	149	182	70	3,938

Table 31a: Users by Nationality over the last 10 Years (2013 – 2022)

Nationality	Year									
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
AT	87	94	95	96	107	99	100	86	80	89
BE	103	112	117	117	112	112	114	96	91	98
BG	73	77	80	78	82	78	72	64	66	74
CH	171	189	190	193	197	200	204	194	196	201
CY				23	24	22	21	19	12	21
CZ	199	223	216	227	240	238	221	202	206	218
DE	1,097	1,145	1,194	1,206	1,235	1,255	1,208	1,107	1,048	1,104
DK	51	57	52	60	63	59	50	41	41	51
EE									13	20
ES	316	343	351	372	388	421	411	386	386	441
FI	81	81	94	103	98	98	72	71	67	79
FR	716	764	789	787	787	778	774	756	762	780
GB	614	655	651	671	706	746	736	674	645	656
GR	145	171	189	198	209	210	221	211	214	213
HR							46	42	39	46
HU	65	70	70	68	67	68	78	72	71	74
IL	49	55	54	52	54	57	58	51	54	48
IN					332	354	370	327	327	374
IT	1,619	1,728	1,761	1,813	1,832	1,896	1,887	1,741	1,798	1,906
LT						38	31	23	22	23
LV									13	16
NL	149	146	153	154	154	166	169	154	148	158
NO	60	60	59	58	61	64	62	53	49	55
PK			54	54	62	66	63	59	52	67
PL	218	258	277	285	316	330	317	292	298	316
PT	94	102	105	106	109	106	97	86	98	111
RO	114	125	134	125	131	131	145	127	134	137
RS	40	41	42	43	51	50	49	46	46	42
SE	72	70	80	83	77	86	75	70	56	63
SI					32	30	33	30	32	36
SK	86	104	108	119	117	136	129	114	115	117
TR			160	160	164	152	164	157	156	160
UA				92	104	107	97	78	81	82
NMS	3,868	4,215	4,379	4,463	4,320	4,416	4,353	3,971	3,759	3,984
Total	10,087	10,885	11,454	11,806	12,231	12,569	12,427	11,400	11,175	11,860

Table 31b: Non-Member State Users by Nationality over the last 5 Years (2018 – 2022)
Top 10 Nationalities – 31.12.2022

Nationality	Year				
	2018	2019	2020	2021	2022
US	1,150	1,115	1,005	962	1,060
RU	1,108	1,129	1,067	1,014	954
CN	553	570	521	481	542
JP	288	273	237	214	234
KR	165	159	139	122	152
CA	161	161	138	126	137
BR	126	121	117	112	132
MX	84	81	72	69	69
GE	49	53	51	52	53
CO	44	36	31	37	45
Total	3,728	3,698	3,378	3,189	3,378

Table 32a: Users by Country of Institute over the last 5 Years (2018 – 2022)

Country of Institute	Year				
	2018	2019	2020	2021	2022
AT	96	93	82	74	85
BE	152	147	122	122	129
BG	41	41	37	39	43
CH	380	370	329	372	406
CY	16	13	11	10	15
CZ	258	248	221	227	244
DE	1,373	1,282	1,185	1,129	1,225
DK	56	46	35	42	49
EE				24	30
ES	375	356	325	328	383
FI	116	87	79	71	90
FR	834	821	794	811	844
GB	952	951	876	847	898
GR	133	154	138	133	119
HR		41	38	36	38
HU	63	75	67	69	73
IL	73	70	63	67	64
IN	207	186	151	130	132
IT	1,528	1,531	1,388	1,423	1,527
LT	23	19	13	12	14
LV				11	16
NL	179	179	166	157	169
NO	89	90	78	69	79
PK	37	39	35	30	35
PL	304	300	272	278	305
PT	97	92	80	89	100
RO	106	116	99	105	109
RS	37	38	35	36	33
SE	104	100	96	88	103
SI	19	21	16	21	24
SK	86	75	66	66	70
TR	117	129	124	122	122
UA	34	36	29	26	25
NMS	4,684	4,681	4,350	4,111	4,262
Total	12,569	12,427	11,400	11,175	11,860

Table 32b: Non-Member State Users by Country of Institute over the last 5 Years (2018 – 2022)
Top 10 Countries of Institute – 31.12.2022

Country of Institute	Year				
	2018	2019	2020	2021	2022
US	1,998	1,968	1,839	1,757	1,902
RU	1,040	1,071	1,021	971	873
CN	327	367	334	314	333
JP	258	244	211	189	216
CA	198	210	196	189	199
KR	157	144	132	113	147
BR	120	112	108	106	122
ZA	69	87	57	52	52
MX	59	55	49	48	49
TW	57	55	50	45	45
Total	4,283	4,313	3,997	3,784	3,938

7 Family Situation

Table 33: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2018 – 2022)

Marital Status*	Year	Personnel Member Code				Grand Total	
		MPE		MPA			
		HC	Δ %	HC	Δ %	HC	Δ %
Married	2018	1,927	2.34	6,172	0.21	8,099	0.71
	2019	1,907	-1.04	6,068	-1.69	7,975	-1.53
	2020	1,843	-3.36	5,687	-6.28	7,530	-5.58
	2021	1,841	-0.11	5,465	-3.90	7,306	-2.97
	2022	1,828	-0.71	5,499	0.62	7,327	0.29
Partnership	2018	297	13.36	114	52.00	411	21.96
	2019	338	13.80	147	28.95	485	18.00
	2020	386	14.20	143	-2.72	529	9.07
	2021	406	5.18	161	12.59	567	7.18
	2022	416	2.46	217	34.78	633	11.64
Single	2018	1,282	-1.00	8,151	3.79	9,433	3.12
	2019	1,185	-7.57	8,017	-1.64	9,202	-2.45
	2020	1,162	-1.94	7,257	-9.48	8,419	-8.51
	2021	1,212	4.30	7,105	-2.09	8,317	-1.21
	2022	1,314	8.42	7,660	7.81	8,974	7.90

* 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 – 31.12.2022

Marital Status*	Gender	MPE		MPA			Total
		Staff Members	Fellows	MPA int. coll.	MPA exch. scient.	MPA training	
Married	F	312	43	772	39	9	1,175
	M	1,357	116	4,324	334	21	6,152
Partnership	F	65	41	43	3	14	166
	M	246	64	136	13	8	467
Single	F	182	158	1,650	45	166	2,201
	M	496	478	5,312	163	324	6,773
Total		2,658	900	12,237	597	542	16,934

* 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 (2013 – 2022)

Year	Personnel receiving Family Allowance	Total No. of Dependent Children	No. of Infants (<3 Years)	Average Age of Dependent Children as at 31.12.
2013	1,994	2,893	394	10.26
2014	2,031	2,919	398	10.35
2015	2,035	2,912	374	10.53
2016	2,190	2,925	405	11.01
2017	2,286	2,990	413	11.04
2018	2,358	3,054	414	11.23
2019	2,375	3,030	412	11.51
2020	2,346	2,937	359	11.81
2021	2,360	2,959	360	11.87
2022	2,347	2,911	357	12.04

8 Arrivals and Departures

Table 36: Staff Members Arrivals and Departures by Professional Category – 31.12.2022

	Professional Category	Arrivals	Departures*
1	Research Physicists	8	13
2	Scientific & Eng. work	58	50
3	Technical work	40	48
4	Manual work	7	11
5a	Prof. Admin. work	6	13
5b/5c	Office and Admin. work	11	19
	Total	130	154

* Departures on 31.12.2022 are included in the total.

Figure 13: Staff Members Arrivals and Departures in 2022 by Professional Category

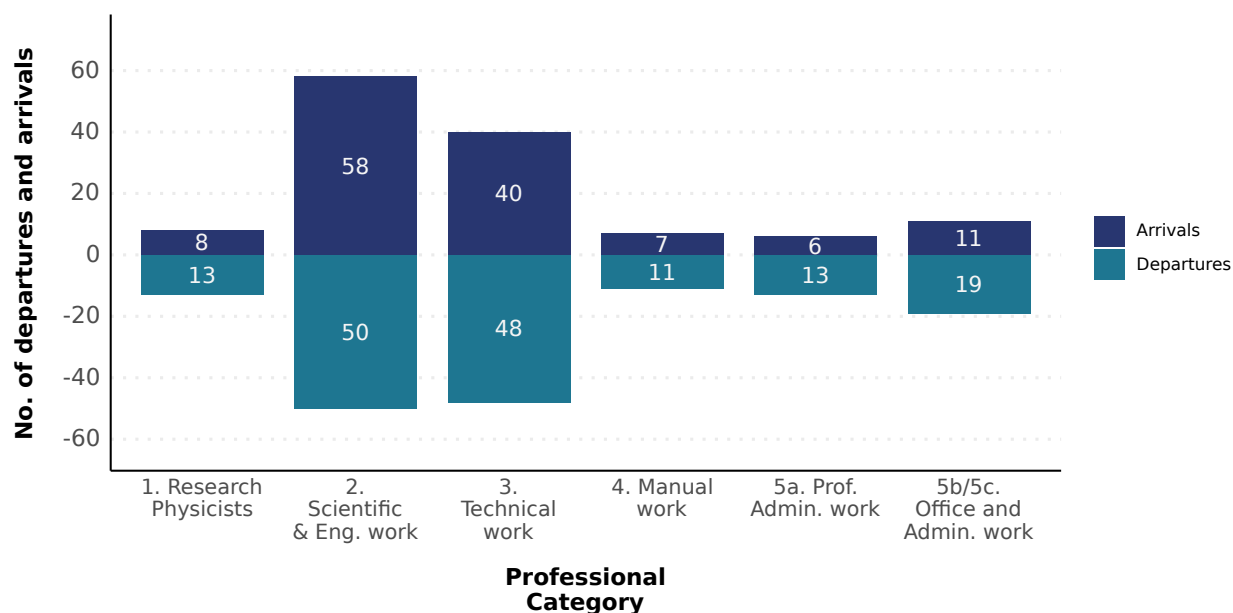


Table 37: Staff Members Arrivals and Departures in 2022 by Nationality

Nationality	Arrivals			Departures		
	HC	%	% of Staff as at 31.12	HC	%	% of Staff as at 31.12
AT	2	1.54	3.57	2	1.30	3.57
BE	3	2.31	3.00	3	1.95	3.00
BG	1	0.77	7.14	1	0.65	7.14
CH	3	2.31	1.47	19	12.34	9.31
CY	1	0.77	50.00	1	0.65	50.00
CZ	3	2.31	25.00	1	0.65	8.33
DE	8	6.15	4.73	11	7.14	6.51
DK				1	0.65	6.25
ES	15	11.54	8.38	6	3.90	3.35
FI	1	0.77	3.45	2	1.30	6.90
FR	28	21.54	2.95	57	37.01	6.00
GB	18	13.85	9.05	14	9.09	7.04
GR	7	5.38	11.29	1	0.65	1.61
HR	1	0.77	50.00			
HU				1	0.65	6.25
IL	1	0.77	100.00			
IN	2	1.54	28.57			
IT	13	10.00	4.02	14	9.09	4.33
NL	4	3.08	6.45	4	2.60	6.45
NO	1	0.77	7.69	6	3.90	46.15
PK	2	1.54	50.00			
PL	6	4.62	6.59	1	0.65	1.10
PT	2	1.54	3.45	5	3.25	8.62
RO	2	1.54	8.33	1	0.65	4.17
SE				1	0.65	4.17
TR	3	2.31	60.00			
NMS	3	2.31	30.00	2	1.30	20.00
Total	130	100.00	4.89	154	100.00	5.79

Labour turnover = 5.75% of average strength.

Departures on 31.12.2022 are included in the total.

Table 38: Staff Member Departures in 2022 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		2	1					1		1		4	2
Job connected	2		4		4				2				12	
Retirement		2	1	21		16	1	1		4		7	2	51
Contract expirations	8		16		26		9		5		10		74	
Mutual agreement			3						1		1		5	
Death			1			1							1	1
Invalidity						1								1
Other			1										1	
Total	11	2	28	22	30	18	10	1	9	4	11	8	99	55
														154

Table 39: Staff Members recruited (Arrivals) in 2022 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	
Fellows	4	28	5				37
MPA int. coll.	2	11	2			1	16
MPA exch. scient.		2					2
MPA training		1				1	2
No previous CERN status	2	16	33	7	6	9	73
Grand Total	8	58	40	7	6	11	130

Figure 14: Staff Members recruited from Fellows over the last 5 Years (2018 – 2022)

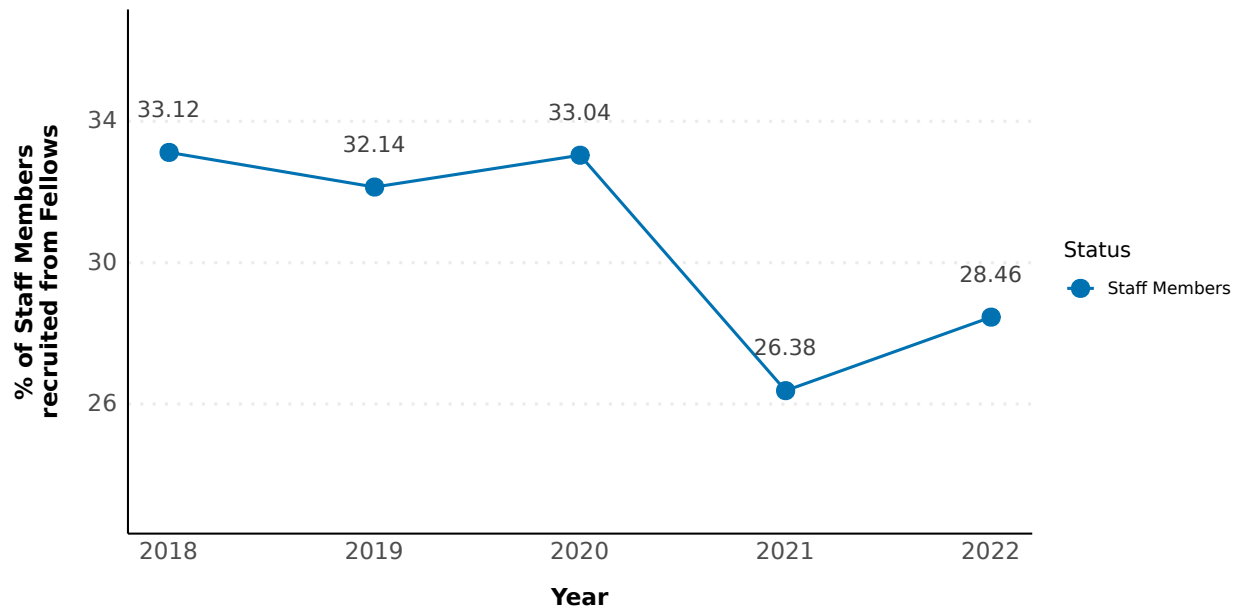


Figure 15: Fellow Departures retained as Staff Members over the last 5 Years (2018 – 2022)

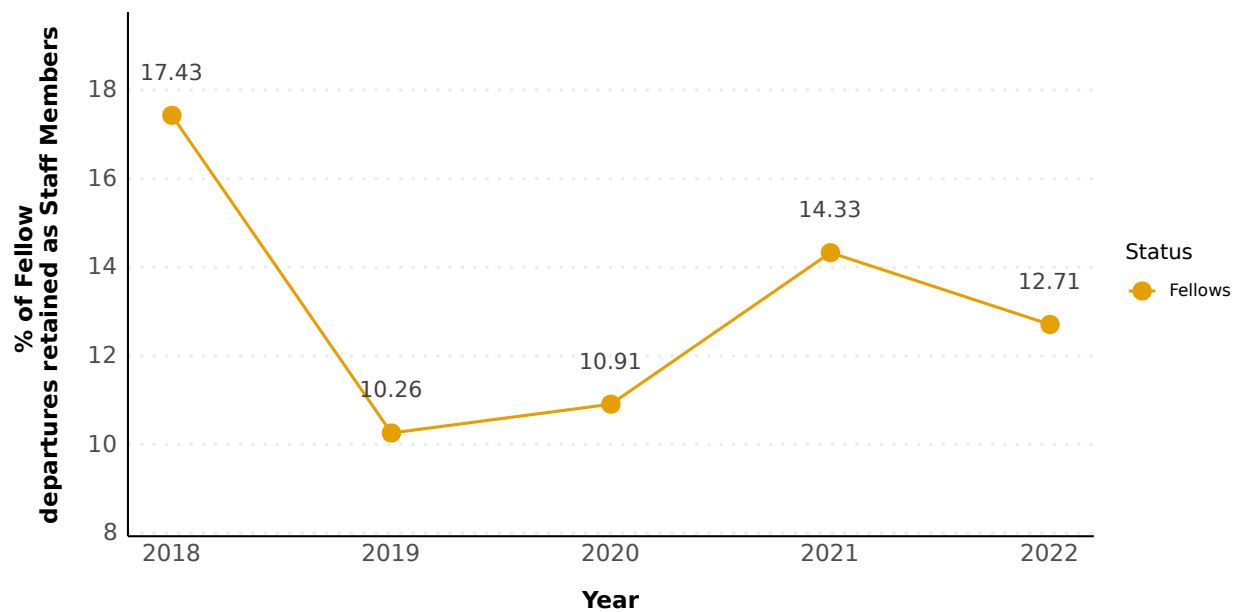


Table 40: Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2013 – 2022)

Year		Age Range										Total
		≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
2013	HC %	12 10.08	37 31.09	38 31.93	18 15.13	6 5.04	7 5.88	1 0.84				119 100.00
2014	HC %	11 7.33	40 26.67	51 34.00	27 18.00	13 8.67	5 3.33	2 1.33		1 0.67		150 100.00
2015	HC %	10 6.13	57 34.97	48 29.45	27 16.56	12 7.36	5 3.07	3 1.84				163 100.00
2016	HC %	6 4.55	36 27.27	51 38.64	24 18.18	5 3.79	5 3.79	1 0.76	2 1.52	2 1.52		132 100.00
2017	HC %	7 3.68	51 26.84	61 32.11	40 21.05	16 8.42	8 4.21	5 2.63	2 1.05			190 100.00
2018	HC %	7 4.38	36 22.50	56 35.00	31 19.38	23 14.37	4 2.50	2 1.25	1 0.62			160 100.00
2019	HC %	7 6.25	24 21.43	42 37.50	29 25.89	4 3.57	4 3.57	2 1.79				112 100.00
2020	HC %	5 4.46	28 25.00	38 33.93	23 20.54	8 7.14	5 4.46	2 1.79	3 2.68			112 100.00
2021	HC %	6 3.68	46 28.22	62 38.04	17 10.43	17 10.43	8 4.91	3 1.84	2 1.23	2 1.23		163 100.00
2022	HC %	4 3.08	34 26.15	44 33.85	29 22.31	10 7.69	3 2.31	1 0.77	5 3.85			130 100.00

* 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 (2018 – 2022)

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	
2018	33.24	33.94	33.68	46.00	40.14	36.69	34.49
2019	34.17	33.09	32.36	34.33	39.79	33.50	33.86
2020	35.48	35.43	33.08	37.00	40.83	35.77	35.21
2021	38.11	33.44	33.39	42.00	40.47	33.74	34.58
2022	33.25	34.72	33.66	35.43	38.75	35.17	34.54

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

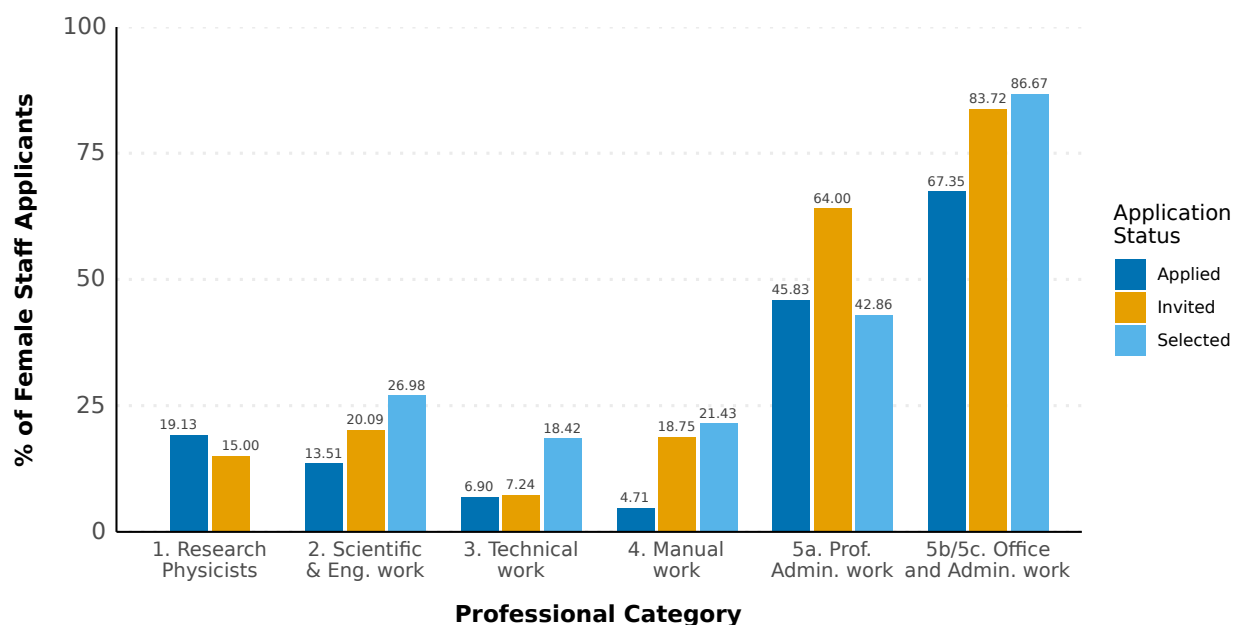
9 Staff Recruitment

Table 42: Staff Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied			Invited			Selected *			Refused Offer			Indicative Success Rate **
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	%
AT	13	32	45	2	2	4	1	4	5				11.11
BE	22	71	93		12	12		5	5				5.38
BG	31	36	67										0.00
CH	445	461	906	4	10	14	2	2	4				0.44
CY	3	10	13										0.00
CZ	19	30	49	3	4	7	2	1	3				6.12
DE	59	159	218	9	12	21	3	3	6				2.75
DK	8	28	36	1	4	5							0.00
EE	5	6	11										0.00
ES	153	444	597	12	39	51	8	9	17				2.85
FI	15	62	77	1	4	5	1		1				1.30
FR	728	1,504	2,232	22	104	126	7	25	32				1.43
GB	105	349	454	11	33	44	2	13	15	1		1	3.30
GR	134	242	376	2	10	12	2	1	3				0.80
HR	18	36	54		1	1							0.00
HU	33	43	76		1	1							0.00
IL	4	14	18		2	2		2	2				11.11
IN	164	936	1,100	2	13	15		4	4				0.36
IT	316	817	1,133	15	49	64	6	12	18	1	2	3	1.59
LT	13	21	34										0.00
LV	16	10	26	1		1	1		1				3.85
NL	21	48	69	2	6	8		5	5				7.25
NO	10	30	40		4	4		2	2	1	1	2	5.00
PK	89	945	1,034	1	6	7	1		1				0.10
PL	98	185	283	7	19	26	1	4	5				1.77
PT	93	200	293	6	5	11	3	2	5				1.71
RO	78	163	241	5	4	9		2	2	1		1	0.83
RS	25	41	66	2	2	4							0.00
SE	29	85	114	3	5	8	3		3				2.63
SI	5	12	17		1	1							0.00
SK	22	21	43		2	2							0.00
TR	77	274	351		3	3		2	2				0.57
UA	68	47	115	1	1	2							0.00
NMS	509	1,467	1,976	1	4	5		2	2				0.10
Total	3,428	8,829	12,257	113	362	475	43	100	143	3	4	7	1.17

* Includes Staff Members selected to replace those who refused a CERN Staff position.

** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As Staff positions can be published the year before, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Figure 16: Proportion of Female Staff Applicants by Professional Category and Application Status in 2022**Table 43:** Staff Applicants by Professional Category, Application Status and Gender in 2022

Professional Category		Application Status					
		Applied			Selected *		
		F	M	Total	F	M	Total
		(%)	(%)	HC	(%)	(%)	HC
1	Research Physicists	19.13	80.87	298		100.00	6
2	Scientific & Eng. work	13.51	86.49	4,596	26.98	73.02	63
3	Technical work	6.90	93.10	3,131	18.42	81.58	38
4	Manual work	4.71	95.29	297	21.43	78.57	14
5a	Prof. Admin. work	45.83	54.17	1,750	42.86	57.14	7
5b/5c	Office and Admin. work	67.35	32.65	2,732	86.67	13.33	15

* Includes Staff Members selected to replace those who refused a CERN Staff position.

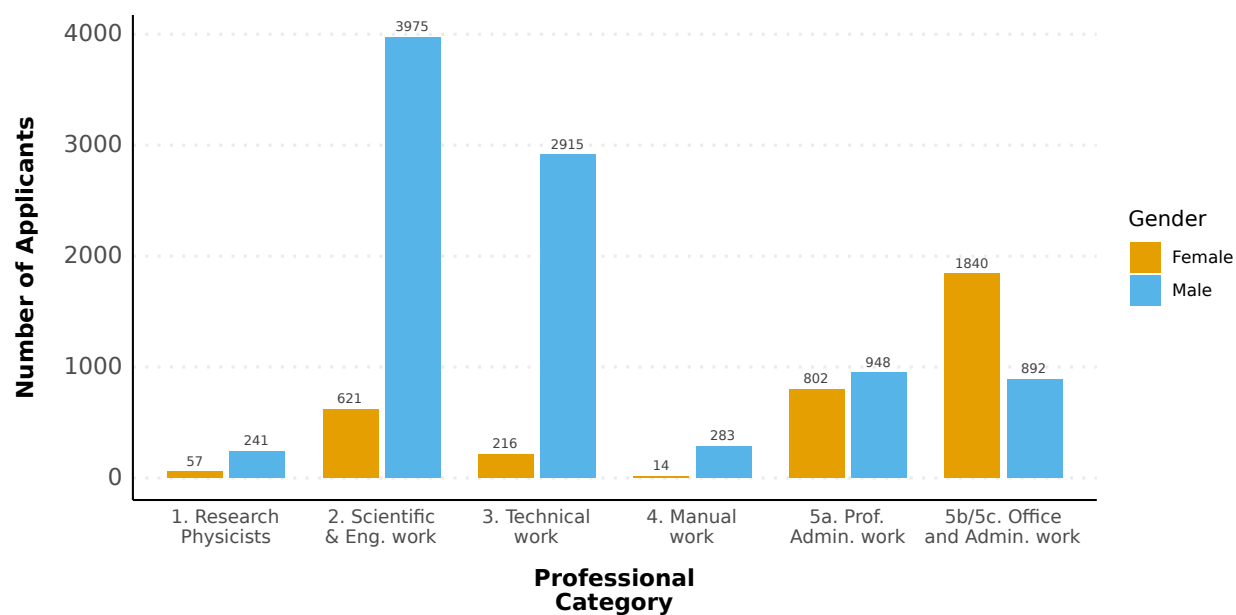
Figure 17: Number of Applicants by Professional Category and Gender in 2022

Table 44: Return on Staff Selections by Nationality in 2022

Nationality	Selected *		Contribution	Return on Selected
	HC	%	%	%
AT	5	3.50	2.15	162.57
BE	5	3.50	2.71	129.08
BG			0.33	0.00
CH	4	2.80	3.84	72.89
CY			0.09	0.00
CZ	3	2.10	1.10	191.38
DE	6	4.20	20.32	20.65
DK			1.77	0.00
EE			0.11	0.00
ES	17	11.89	7.25	164.03
FI	1	0.70	1.30	53.69
FR	32	22.38	13.42	166.70
GB	15	10.49	14.20	73.88
GR	3	2.10	0.99	212.70
HR			0.08	0.00
HU			0.71	0.00
IL	2	1.40	1.95	71.77
IN	4	2.80	1.40	200.34
IT	18	12.59	10.10	124.67
LT			0.08	0.00
LV	1	0.70	0.08	822.90
NL	5	3.50	4.63	75.50
NO	2	1.40	2.21	63.32
PK	1	0.70	0.15	457.36
PL	5	3.50	2.88	121.21
PT	5	3.50	1.09	320.70
RO	2	1.40	1.20	116.93
RS			0.25	0.00
SE	3	2.10	2.49	84.21
SI			0.12	0.00
SK			0.51	0.00
TR	2	1.40	0.41	339.96
UA			0.08	0.00
NMS	2	1.40		0.00
Total	143	100.00	100.00	

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

* Includes Staff Members selected to replace those who refused a CERN Staff position.

Table 45: Staff Member Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT	1	2	2	2	5	12
BE	3	4	1	5	5	18
BG	3	1		1		5
CH	5	6	7	2	4	24
CY				1		1
CZ		2	2	2	3	9
DE	7	4	10	5	6	32
DK	1	3				4
EE						0
ES	12	9	11	10	17	59
FI	6	2	1	5	1	15
FR	31	32	36	39	32	170
GB	15	9	9	16	15	64
GR	7	4	9	9	3	32
HR			1	1		2
HU	3	1		1		5
IL					2	2
IN		1	2	1	4	8
IT	26	12	21	17	18	94
LT	1	1				2
LV					1	1
NL		3	2	2	5	12
NO	2	2		1	2	7
PK	1	1		1	1	4
PL	7	6	9	8	5	35
PT	2	2	3	5	5	17
RO		2	4	5	2	13
RS	1		1			2
SE		1	3	2	3	9
SI		1				1
SK	1	1	1	1		4
TR	1	1	1	2	2	7
UA	1		1	1		3
NMS	2	3	5	5	2	17
Total	139	116	142	150	143	690

- Includes Staff Members selected to replace those who refused a CERN Staff position.

Table 46: Staff Vacancies Published and Filled during 2022

	Total
Vacancies published in 2022	149
Vacancies filled in 2022 *	118
Vacancies republished in 2022	6

* Vacancies filled in 2022 include vacancies published in 2021 and 2022.

10 Fellows and Graduates Recruitment

Table 47a: Fellow Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	4	12	16		4	4				25.00
BE	3	22	25		3	3				12.00
BG	5	12	17		2	2				11.76
CH	16	77	93	2	8	10				10.75
CY	2	9	11							0.00
CZ	3	12	15	1	6	7				46.67
DE	21	52	73	10	22	32	3		3	43.84
DK	1	9	10		2	2				20.00
EE	1	5	6		1	1				16.67
ES	40	168	208	14	32	46				22.12
FI	2	11	13		2	2				15.38
FR	66	170	236	13	25	38	1	3	4	16.10
GB	38	127	165	5	20	25				15.15
GR	56	120	176	12	20	32				18.18
HR	5	6	11		1	1				9.09
HU	9	15	24		2	2				8.33
IL	2	2	4							0.00
IN	120	345	465	3	12	15	1		1	3.23
IT	60	196	256	11	37	48	2		2	18.75
LT	4	8	12							0.00
LV	2	1	3	1		1				33.33
NL	5	24	29	1	4	5				17.24
NO	7	18	25		4	4				16.00
PK	68	346	414	1		1				0.24
PL	31	68	99	13	15	28				28.28
PT	22	58	80	6	13	19				23.75
RO	15	21	36	2	2	4	1		1	11.11
RS	4	10	14	2	1	3				21.43
SE	5	17	22	1	3	4				18.18
SI	1	6	7							0.00
SK	3	9	12	3	3	6				50.00
TR	26	72	98	1	5	6				6.12
UA	9	10	19	3	1	4				21.05
NMS	34	73	107	4	13	17				15.89
Total	690	2,111	2,801	109	263	372	4	7	11	13.28

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

** Includes Fellows selected to replace those who refused a CERN fellowship.

*** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As student and fellow committees are held twice per year, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Table 47b: Graduate Applicants by Nationality and Gender in 2022

Nationality	Applied *		
	F	M	Total
AT	2	4	6
BE	4	12	16
BG	1	2	3
CH	12	24	36
CY		2	2
CZ	5	5	10
DE	6	36	42
DK	1	5	6
EE		1	1
ES	25	61	86
FI	1	6	7
FR	23	52	75
GB	23	77	100
GR	29	52	81
HR	2	2	4
HU	1	8	9
IL	4	20	24
IN	58	134	192
IT	42	130	172
LT	5	4	9
LV		1	1
NL	1	17	18
NO	4	6	10
PK	74	238	312
PL	5	27	32
PT	8	28	36
RO	3	9	12
RS	2	4	6
SE	1	7	8
SI	1	3	4
SK	1	3	4
TR	19	23	42
UA	4	5	9
NMS	12	25	37
Total	379	1,033	1,412

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

- Data for selected applicants and refused offers not available at time of publication.

Table 48: Return on Fellow Selections by Nationality in 2022

Nationality	Selected *		Contribution	Return on Selected
	HC	%	%	%
AT	4	1.08	2.15	50.00
BE	3	0.81	2.71	29.77
BG	2	0.54	0.33	163.00
CH	10	2.69	3.84	70.05
CY			0.09	0.00
CZ	7	1.88	1.10	171.66
DE	32	8.60	20.32	42.34
DK	2	0.54	1.77	30.32
EE	1	0.27	0.11	247.31
ES	46	12.37	7.25	170.62
FI	2	0.54	1.30	41.28
FR	38	10.22	13.42	76.09
GB	25	6.72	14.20	47.34
GR	32	8.60	0.99	872.14
HR	1	0.27	0.08	324.19
HU	2	0.54	0.71	75.57
IL			1.95	0.00
IN	15	4.03	1.40	288.80
IT	48	12.90	10.10	127.80
LT			0.08	0.00
LV	1	0.27	0.08	316.33
NL	5	1.34	4.63	29.02
NO	4	1.08	2.21	48.68
PK	1	0.27	0.15	175.81
PL	28	7.53	2.88	260.93
PT	19	5.11	1.09	468.47
RO	4	1.08	1.20	89.90
RS	3	0.81	0.25	323.87
SE	4	1.08	2.49	43.16
SI			0.12	0.00
SK	6	1.61	0.51	316.19
TR	6	1.61	0.41	392.05
UA	4	1.08	0.08	1,296.76
NMS	17	4.57		0.00
Total	372	100.00	100.00	

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

* Includes Fellows selected to replace those who refused a CERN fellowship.

Table 49: Fellow Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT	3	7	4	5	4	23
BE	2	1	7	5	3	18
BG	2	1	1	2	2	8
CH	9	6	9	9	10	43
CY				3		3
CZ	1	4	3	5	7	20
DE	12	13	33	29	32	119
DK			1	4	2	7
EE					1	1
ES	19	30	32	46	46	173
FI	2	2	4	5	2	15
FR	30	35	29	44	38	176
GB	19	20	11	27	25	102
GR	17	18	20	23	32	110
HR			4		1	5
HU	4	5	2	6	2	19
IL		1		2		3
IN	2	4	16	13	15	50
IT	38	31	47	54	48	218
LT	1	1	7	2		11
LV					1	1
NL	3	4	5	2	5	19
NO	6	6	6	8	4	30
PK		2	1	2	1	6
PL	22	16	15	25	28	106
PT	5	12	20	18	19	74
RO	4	7	5	6	4	26
RS	2	4	4	2	3	15
SE		1	3	7	4	15
SI	1		1	2		4
SK	2	5	2	6	6	21
TR	1	2	5	2	6	16
UA		2	5	2	4	13
NMS	15	7	27	14	17	80
Total	222	247	329	380	372	1,550

- Includes Fellows selected to replace those who refused an offer.

- Fellows were selected until August 2022.

11 Students Recruitment

Table 50: Technical Student Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	8	6	14	2	2	4				28.57
BE		3	3	1		1				33.33
BG	8	5	13	1	1	2				15.38
CH	4	13	17		3	3				17.65
CY	2	5	7	1	1	2				28.57
CZ	8	20	28	7	4	11				39.29
DE	18	78	96	5	21	26				27.08
DK	1	8	9		2	2				22.22
EE	4	14	18	1	6	7				38.89
ES	20	59	79	4	10	14		1	1	17.72
FI	5	12	17	4	1	5				29.41
FR	31	127	158	2	7	9	1		1	5.70
GB	55	124	179	4	9	13				7.26
GR	37	76	113	5	16	21	1		1	18.58
HR	2	3	5							0.00
HU	8	25	33	1	1	2		1	1	6.06
IL	1	4	5							0.00
IN	139	433	572		5	5				0.87
IT	36	124	160	6	16	22	1	1	2	13.75
LT	2	7	9							0.00
LV	1		1	1		1				100.00
NL	8	27	35	1	6	7				20.00
NO	9	21	30	4	12	16				53.33
PK	40	177	217							0.00
PL	20	37	57	3	12	15		1	1	26.32
PT	4	19	23		2	2				8.70
RO	5	21	26	1	5	6				23.08
RS	7	7	14	2	3	5				35.71
SE	7	5	12	2	2	4				33.33
SI		6	6		1	1				16.67
SK	3	6	9		1	1				11.11
TR	31	46	77		1	1				1.30
UA	3	9	12	1	3	4				33.33
NMS										0.00
Total	527	1,527	2,054	59	153	212	3	4	7	10.32

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

** Includes students selected to replace those who refused a CERN studentship.

*** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As student and fellow committees are held twice per year, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Table 51: Technical Student Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT	4	1	6	4	4	19
BE			1		1	2
BG	1	2	5	2	2	12
CH	1	1	1	1	2	6
CY		1			2	3
CZ		4	3	4	11	22
DE	16	14	21	14	26	91
DK		5	3	2	2	12
EE				1	7	8
ES	5	12	8	17	14	56
FI		2	3	3	5	13
FR	2	10	3	9	9	33
GB	1	9	6	8	13	37
GR	16	15	17	23	21	92
HR			2			2
HU	3	1	3	3	2	12
IL						0
IN	3	5	8	9	5	30
IT	13	16	18	30	22	99
LT			1			1
LV					1	1
NL	1	2	3	6	7	19
NO	4	12	9	8	16	49
PK	3	1	1			5
PL	8	19	23	22	15	87
PT		1		4	2	7
RO	2	5	1	5	6	19
RS	1	2	2	1	5	11
SE	2	1	4	3	4	14
SI					1	1
SK			1	3	1	5
TR	1	1	3	2	2	9
UA	2	1		3	4	10
NMS	1					1
Total	90	143	156	187	212	788

- Includes students selected to replace those who refused a CERN studentship.

Table 52: Doctoral Student Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	1	6	7	1	8	9	1	1		128.57
BE	1	1	2		4	4				200.00
BG				1		1				N/A
CH	1	1	2							0.00
CY		1	1							0.00
CZ		3	3		1	1				33.33
DE	6	20	26	3	8	11				42.31
DK	1	1	2		1	1				50.00
EE										0.00
ES	4	12	16	2	4	6				37.50
FI										0.00
FR	5	11	16	1	2	3				18.75
GB	2	1	3	2		2				66.67
GR	1	10	11	1	3	4				36.36
HR	1		1							0.00
HU	3	1	4	1		1				25.00
IL										0.00
IN	10	21	31	1		1				3.23
IT	6	39	45	8	32	40	1	1		88.89
LT	1	1	2							0.00
LV		1	1	1	4	5				500.00
NL	1	1	2		1	1				50.00
NO	1	4	5	1	1	2				40.00
PK	11	40	51							0.00
PL	7	7	14	4	4	8				57.14
PT	2	4	6	2	2	4				66.67
RO	2	2	4	1		1				25.00
RS	4	1	5							0.00
SE		5	5		2	2				40.00
SI										0.00
SK		1	1							0.00
TR	4	3	7							0.00
UA		2	2							0.00
NMS	1		1		2	2				200.00
Total	76	200	276	30	79	109	0	2	2	39.49

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

** Includes students selected to replace those who refused a CERN studentship.

*** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As student and fellow committees are held twice per year, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Table 53: Doctoral Student Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT	7	3	5	5	9	29
BE			1	1	4	6
BG					1	1
CH	1	2		3		6
CY						0
CZ		1	2	3	1	7
DE	9	11	9	16	11	56
DK					1	1
EE						0
ES	1	4	4	8	6	23
FI				1		1
FR	3	5	3	5	3	19
GB		3		4	2	9
GR	5	1	5	5	4	20
HR			1	1		2
HU	1	1	1		1	4
IL						0
IN				1	1	2
IT	7	16	16	34	40	113
LT						0
LV				1	5	6
NL	2		4		1	7
NO			2	1	2	5
PK	1	1	1	1		4
PL	5		3	3	8	19
PT	2		1	3	4	10
RO				1	1	2
RS			1	1		2
SE		1	1		2	4
SI			1			1
SK	1	1		1		3
TR	1	1	1			3
UA	1		1			2
NMS	2			5	2	9
Total	49	51	63	104	109	376

- Includes students selected to replace those who refused a CERN studentship.

Table 54: Summer Student Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	14	23	37	1	2	3				8.11
BE	3	31	34	1	2	3				8.82
BG	9	6	15	2		2				13.33
CH	2	28	30		3	3				10.00
CY	5	11	16	1	3	4				25.00
CZ	3	15	18	2	2	4				22.22
DE	31	62	93	10	11	21				22.58
DK	8	17	25	1	5	6				24.00
EE	5	10	15	1	1	2				13.33
ES	66	143	209	3	4	7				3.35
FI	7	13	20	2	1	3				15.00
FR	34	100	134	5	10	15				11.19
GB	62	172	234	6	10	16				6.84
GR	48	62	110	1	3	4				3.64
HR	5	9	14		2	2				14.29
HU	6	12	18	2		2				11.11
IL	3	11	14		3	3				21.43
IN	405	1,099	1,504	1	3	4				0.27
IT	57	170	227	4	7	11				4.85
LT		7	7		2	2				28.57
LV	4	6	10	3		3				30.00
NL	11	22	33	3	2	5				15.15
NO	6	14	20		3	3				15.00
PK	148	406	554	1	1	2				0.36
PL	16	41	57	2	2	4				7.02
PT	19	50	69	1	2	3				4.35
RO	10	15	25	1	2	3				12.00
RS	5	13	18	1	2	3				16.67
SE	21	26	47	1	2	3				6.38
SI		4	4		2	2				50.00
SK	8	3	11	1	1	2				18.18
TR	154	217	371	1	2	3				0.81
UA	15	16	31	6	8	14	1		1	45.16
NMS	1,123	2,303	3,426	43	74	117				3.42
Total	2,313	5,137	7,450	107	177	284	1	0	1	3.81

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

** Includes students selected to replace those who refused a CERN studentship.

*** Owing to a technical issue, the 2022 data exceptionally does not include the 32 students selected for the CERN openlab programme. The total of Summer Students Selected is therefore 316

*** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As student and fellow committees are held twice per year, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Table 55: Summer Student Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT	5	3	3	3	3	17
BE	4	3	3	3	3	16
BG	4	2	3	2	2	13
CH	1	5	5	4	3	18
CY	5	3	4	2	4	18
CZ	3	4	5	2	4	18
DE	23	24	23	19	21	110
DK	2	6	4	3	6	21
EE				2	2	4
ES	13	11	10	8	7	49
FI	5	3	3	2	3	16
FR	14	13	15	14	15	71
GB	16	18	20	16	16	86
GR	7	6	7	4	4	28
HR		3	2	2	2	9
HU	2	3	3	3	2	13
IL	3	2	2	1	3	11
IN	18	13	9	3	4	47
IT	22	15	15	10	11	73
LT	3	2	2	1	2	10
LV				1	3	4
NL	8	7	10	6	5	36
NO	6	3	4	2	3	18
PK	5	3	3	2	2	15
PL	7	8	8	4	4	31
PT	3	3	5	6	3	20
RO	4	3	6	3	3	19
RS	2	2	4	2	3	13
SE	5	7	4	4	3	23
SI	4	2	3	1	2	12
SK	3	2	4	1	2	12
TR	2	3	4	2	3	14
UA	4	2	2	2	14	24
NMS	162	153	156	120	117	708
Total	365	337	351	260	284	1,597

- Includes students selected to replace those who refused a CERN studentship.

- Owing to a technical issue, the 2021 and 2022 data exceptionally do not include, respectively, the 27 and 32 students selected for the CERN openlab programme.

Table 56: Administrative Student Applicants by Application Status, Nationality and Gender in 2022

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	3		3	1		1				33.33
BE	2	1	3							0.00
BG										0.00
CH	11	4	15	3	1	4				26.67
CY										0.00
CZ	7	4	11	1	1	2				18.18
DE	3	2	5	3	1	4				80.00
DK	1		1							0.00
EE	1	2	3							0.00
ES	13	10	23	1		1				4.35
FI	3		3							0.00
FR	15	6	21	3	2	5				23.81
GB	7	2	9	3		3				33.33
GR	15	5	20	5		5				25.00
HR		2	2							0.00
HU	1		1							0.00
IL	1		1							0.00
IN	25	25	50	2		2				4.00
IT	18	8	26	3	1	4	1		1	15.38
LT	1	1	2							0.00
LV										0.00
NL	1		1							0.00
NO	1	2	3	1		1				33.33
PK	51	66	117	2		2				1.71
PL	5	2	7	1	1	2				28.57
PT	3	2	5		1	1				20.00
RO	3		3							0.00
RS	1		1							0.00
SE	1		1							0.00
SI										0.00
SK	2	1	3	1		1				33.33
TR	14	8	22							0.00
UA	6	2	8	1		1				12.50
NMS										0.00
Total	215	155	370	31	8	39	1	0	1	10.54

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

** Includes students selected to replace those who refused a CERN studentship.

*** Data shows all statuses (Applied, Selected, Refused Offer) of a given applicant throughout the year. As student and fellow committees are held twice per year, it can be that an applicant shows as 'Applied' in year $n-1$, but as 'Selected' in year n and therefore number of 'Selected' may on occasion be superior to number of 'Applied'.

Table 57: Administrative Student Selections by Nationality over the last 5 Years (2018 – 2022)

Nationality	Year					Total
	2018	2019	2020	2021	2022	
AT					1	1
BE		2				2
BG						0
CH	4	3			4	11
CY						0
CZ		1	1	1	2	5
DE		1	1	2	4	8
DK		1				1
EE						0
ES	3	1		4	1	9
FI		1	2			3
FR	2	8	7	5	5	27
GB	2	1	4	1	3	11
GR	7	8	3	2	5	25
HR				1		1
HU		1				1
IL						0
IN	1	1	1	1	2	6
IT	2	3	3	4	4	16
LT						0
LV						0
NL						0
NO	1	3			1	5
PK	1	1		1	2	5
PL	2		1	2	2	7
PT			2	1	1	4
RO	1	2		2		5
RS	2	1				3
SE		1				1
SI						0
SK					1	1
TR	1			1		2
UA	1		3		1	5
NMS						0
Total	30	40	28	28	39	165

- Includes students selected to replace those who refused a CERN studentship.

Annex

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

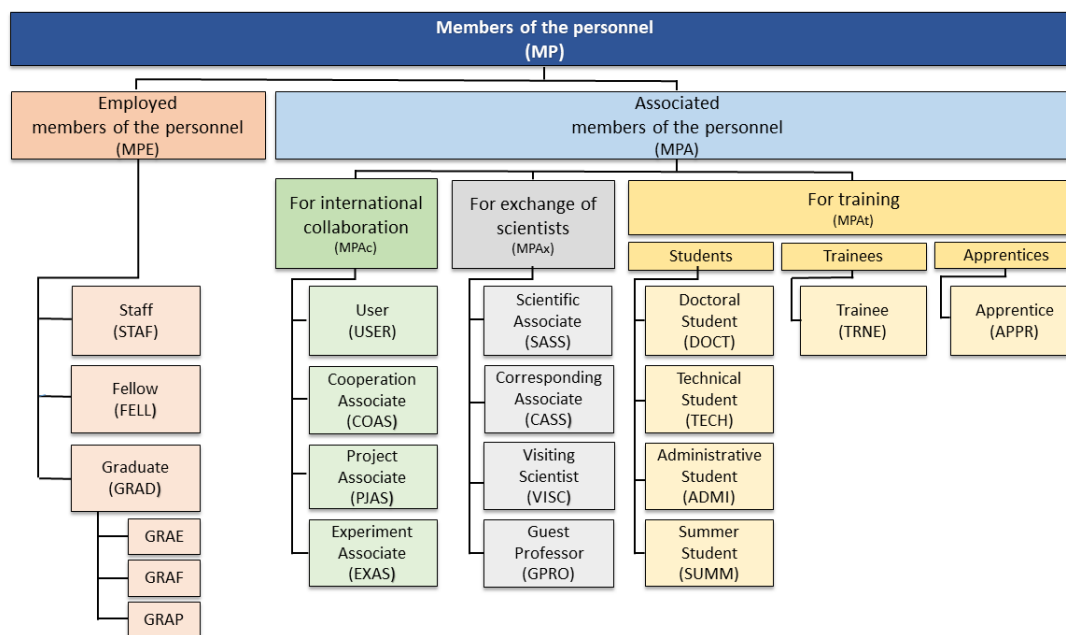
CERN Statuses

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