



**ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH**

Laboratoire Européen pour la Physique des Particules
European Laboratory for Particle Physics

FOR HR INTERNAL USE ONLY

2007

PERSONNEL STATISTICS

These statistics include 59 Staff Members fully or partially paid by sources other than the CERN budget.

Prepared by:
Human Resources Department
Contact persons: Catharina Hoch/James Purvis
Tel. 73942/73216

April 2008

INDEX

		page
PART I	General	
Table 1	Total number of Members of the Personnel by department and status	1
Table 2	Evolution in the number of Staff Members, Fellows and Associates over the last 5 years	1
Table 3	Total number of female Members of the Personnel by department and status	2
Table 4	Evolution in the percentage of female Members of the Personnel over the last 10 years	3
Table 5	Staff Members, Fellows and Paid Associates by department, residential category and gender with number of dependent children and beneficiaries of allowances	4
Table 6	Children for whom allowance is paid by age and nationality	5
Table 7	Staff Members by professional category and working hours	6
Table 8	Members of the Personnel by nationality and local place of residence	7
PART II	Salary Positions	
Table 1	Staff Members by salary band and step	8
Table 2	Female Staff Members by salary band and step	9
Table 3	Staff Members by department and career path	10
Table 4	Evolution in the number of Staff Members by Career Path over the past 10 years	10
Table 5	Average monthly basic salary for Staff Members by sector, gender and professional category	11
Table 6a	The scale of basic salaries (as at 31.12.2007)	12
Table 6b	The scale of basic salaries (1.1.-30.6.2007)	13
PART III	Professional Categories	
Table 1	Staff Members, Fellows and Paid Associates by professional category, at end 2007 and 2006	14
Table 2	Staff Members by department and professional category	14
Table 3	Staff Members by professional category over the past 10 years	15
Table 4	Staff Members, Fellows and Paid Associates by professional category and gender	16
Table 5	Staff Members by career path, salary band and professional category	17
Table 6	Female Staff Members by career path, salary band and professional category	18
Table 7	Staff Members by professional category and occupational code	19
Table 8	Female Staff Members by professional category and occupational code	20
Table 9	Staff Members, Fellows and Paid Associates by department and professional category	21
Table 10	Unpaid Associates and Users by department and professional category	21
Table 11	Staff Members, Fellows and Paid Associates by status, gender and professional category	22
PART IV	Contracts	
Table 1	Staff Members by type of contract and years of service	23
Table 2	Staff Members by department, professional category, type of contract and percentage of indefinite contracts	24
Table 3	Staff Members by career path and type of contract	25

NOTE: all figures refer to 31.12.2007 unless indicated otherwise

		page
PART V	Nationalities	
Table 1	Staff Members by residential category and nationality	26
Table 2	Staff Members by nationality and salary band	27
Table 3	Members of the Personnel by nationality and status	28
Table 4	Members of the Personnel by nationality, gender and status	29
Table 5	Fellows and Paid Associates by nationality and department	30
Table 6	Staff Members by nationality and professional category	31
Table 7	Staff Members by nationality, gender and professional category	32
Table 8	Staff Members by nationality, career path and gender	33
PART VI	Age	
Table 1	Staff Members by age and professional category	34
Table 2A	Staff Members, Fellows and Paid Associates by age, professional category and type of contract	35
Table 2B	Unpaid Associates and Users by age and professional category	36
Table 3	Staff Members by salary band and age	37
Table 4	Average age by status, type of contract and professional category	38
Table 5	Fellows and Associates by age group	38
Table 6	Evolution in the number of Staff Members by age range over the last 10 years	39
Table 6	Average age of Staff Members by professional category, gender and salary band	40
PART VII	Years of Service	
Table 1	Staff Members by professional category and years of service completed in 2007	41
Table 2	Staff Members by career path and years of service completed in 2007	42
Table 3	Staff Members by nationality and years of service completed in 2007	43
Table 4	Evolution of average number of years of service completed in the past 10 years	44
PART VIII	Recruitment - 2007	
Table 1	Applications received, number of candidates invited/appeared for selection boards and appointments during 2007 by nationality and gender (Staff Members)	45
Table 2	Staff recruitment activity during 2007	45
Table 3	Number of candidates selected over the past 5 years	46
Table 4	Staff recruited (arrivals) during 2007 by career path and nationality	46
Table 5	Staff recruited (arrivals) during 2007 by professional category, gender and previous status	47
Table 6	Percentage of Staff recruited in-house over the past 5 years	47
Table 7	Staff recruited (arrivals) during 2007 by professional category	48
Table 8	Staff recruited (arrivals) during 2007 by career path, gender and nationality	48
Table 9A	Fellows: Candidates applied and selected during 2007 by nationality (supporting national delegation where appropriate) and gender	49
Table 9B	Fellows: Candidates applied and selected by passport nationality during 2007	49
Table 10	Students: Candidates applied and selected for the Technical and Doctoral Student Programme during 2007 by nationality (supporting national delegation where appropriate) and gender	50
Table 11	Students: Candidates applied and selected for the Summer Student Programme during 2007 by nationality (supporting national delegation where appropriate) and gender	50

		page
PART IX	Arrivals - 2007	
Table 1	Quarterly movements of Staff Members	51
Table 2	Arrivals of Staff Members by department	52
Table 3	Internal movements of Staff Members by department	52
Table 4	Arrivals of Staff Members by salary band, gender and professional category	53
Table 5	Arrivals of Staff Members by salary band and step	54
Table 6	Arrivals of Staff Members by salary band, step and gender	55
Table 7	Arrivals of Staff Members by age group, professional category and type of contract	56
Table 8	Arrivals of Staff Members by type of previous employer, gender and professional category (arrivals from outside only)	57
Table 9	Arrivals of Staff Members by nationality and residential category	58
PART X	Departures - 2007	
Table 1	Departures of Staff Members by professional category, type of contract and reason	59
Table 2	Departures of Staff Members by department and type of contract	60
Table 3	Departures of Staff Members by salary band and professional category	61
Table 4	Departures of Staff Members by salary band and step	62
Table 5	Departures of Staff Members by professional category, age group and type of contract	63
Table 6	Departures of Staff Members by professional category, type of contract and service time	64
Table 7	Departures of Staff Members by nationality and residential category	64
PART XI	Career Paths and Advancement - 2007	
Table 1	Changes of career path of Staff Members by career path and salary band	65
Table 2	Changes of salary band of Staff Members by career path and salary band	65
Table 3	Changes of career path of Staff Members by department and career path	66
Table 4	Number of annual additional steps awarded by department and career path	66
Table 5	Number of movements into exceptional career extension (ECE) by department and career path	67
Table 6	Number of exceptional career extension (ECE) as a function of career path and salary band	68
Table 7	Changes of professional category of Staff Members by band	69
PART XII	Personnel Cost - 2007	
Table 1	Breakdown of 2007 personnel expenditure	70
Table 2A	Average number of man-years paid by department/budget and contract status	71
Table 2B	Average costs by contract status and professional category (in CHF)	71

ABBREVIATIONS AND NUMERICAL DESIGNATIONS USED

DEPARTMENTS & UNITS

AB	Accelerators and Beams
AT	Accelerator Technology
DG	Director-General
DSU	Directorate Services Unit
FI	Finance
HR	Human Resources
IT	Information Technologies
LHC	Large Hadron Collider
PH	Physics
SC	Safety Commission
SG	Secretary General
TS	Technical Support

SECTORS

ACC	Accelerator Sector (Departments/Units: AB, AT,LHC)
ADM	Administrative Sector (Departments/Units: DG, DSU, FI, HR, SG)
RES	Research Sector (Departments/Units: IT, PH)
TEC	Technical Sector (Departments/Units: SC, TS)

NATIONALITIES

	According to the international ISO codes
NM	Non-member states

PROFESSIONAL CATEGORIES

1	Research physicists
2	Scientific and engineering work
3	Technical work
4	Manual work, crafts and trades
5a	Professional administrative work
5b	Office and administrative work
5c	Office work

TYPES OF CONTRACT

LD	Limited duration contract
FT	Fixed-term contract
IC	Indefinite contract

RESIDENTIAL CATEGORIES

R	Resident
NR	Non-resident

GROUPING OF ASSOCIATED MEMBERS OF THE PERSONNEL

Paid Assoc.	Paid Associates, Project Associates, Unpaid Associates with Subsistence Allowance, Corresponding Associates
-------------	---

TABLE 1. Total number of Members of the Personnel by department and status - 31.12.2007

	Staff	Paid Assoc. MS	Paid Assoc. NMS	Fellows	Students	Apprent.	Total CERN Paid	Unpaid Assoc. + Users MS	Unpaid Assoc. + Users NMS	Grand Total
AB	573	15	19	38	46		691	47	43	781
AT	272	51	8	11	17		359	23	33	415
DG	16						16			16
DSU	103	2		3	8		116	18	4	138
FI	87						87	1		88
HR	80				1	27	108			108
IT	295	12	21	50	25		403	76	31	510
LHC	5						5		4	9
PH	521	139	73	153	53		939	5200	2869	9008
SC	146	1		7	3		157	2		159
TS	446	23	7	14	14		504	11	7	522
Total	2544	243	128	276	167	27	3385	5378	2991	11754

TABLE 2. Evolution in the number of Staff Members, Fellows and Associates over the last 5 years (Students and Apprentices excluded)

	Staff Members			Fellows		Paid Assoc.		Cern Total		Unp. Assoc. +Users		Grand Total	
	IS	LS											
31.12.2003	2454	53	-43	221	6	319	26	3047	-11	5972	56	9019	45
31.12.2004	2412	202	107	219	-2	323	4	3156	109	6165	193	9321	302
31.12.2005	2374	261	21	246	27	397	74	3278	122	6333	168	9611	290
31.12.2006	2349	296	10	269	23	444	47	3358	80	7494	1161	10852	1241
31.12.2007	2544	0	-101	276	7	371	-73	3191	-167	8369	875	11560	708

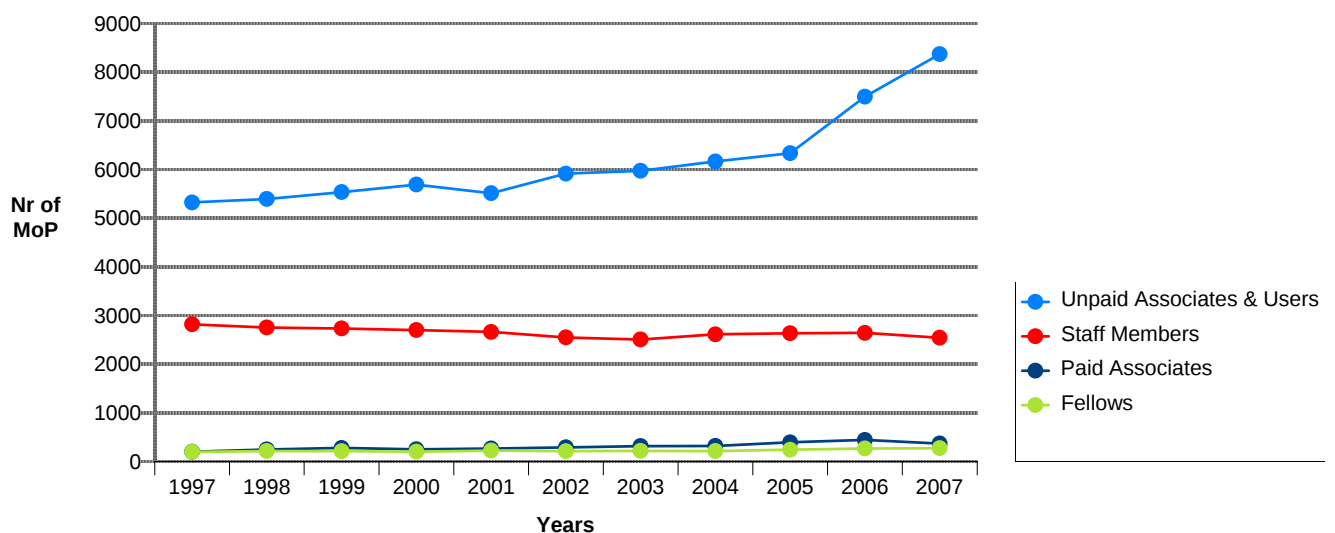
GRAPH 1. Evolution in the number of Staff Members, Fellows and Associates over the last 10 years (Students and Apprentices excluded)

TABLE 3. Total number of female Members of the Personnel by department and status - 31.12.2007

	Staff	Paid Assoc. MS	Paid Assoc. NMS	Fellows	Students	Apprent.	Total CERN Paid	Unpaid Assoc. + Users MS	Unpaid Assoc. + Users NMS	Grand Total
AB	54	3		6	10		73	5		78
AT	36	4	1	4			45	7	1	53
DG	10						10			10
DSU	63	1		1	1		66	5	4	75
FI	56						56			56
HR	58					8	66			66
IT	55	1	3	10	4		73	7	6	86
LHC	3						3		1	4
PH	85	26	8	25	9		153	799	379	1331
SC	31			2			33	1		34
TS	55	7	1		3		66	4		70
Total	506	42	13	48	27	8	644	828	391	1863

	Staff	Paid Assoc. MS	Paid Assoc. NMS	Fellows	Students	Apprent.	Total CERN Paid	Unpaid Assoc. + Users MS	Unpaid Assoc. + Users NMS	Grand Total
F	506	42	13	48	27	8	644	828	391	1863
%	19.89	17.28	10.16	17.39	16.17	29.63	19.03	15.40	13.07	15.85
M	2038	201	115	228	140	19	2741	4550	2600	9891
%	80.11	82.72	89.84	82.61	83.83	70.37	80.97	84.60	86.93	84.15

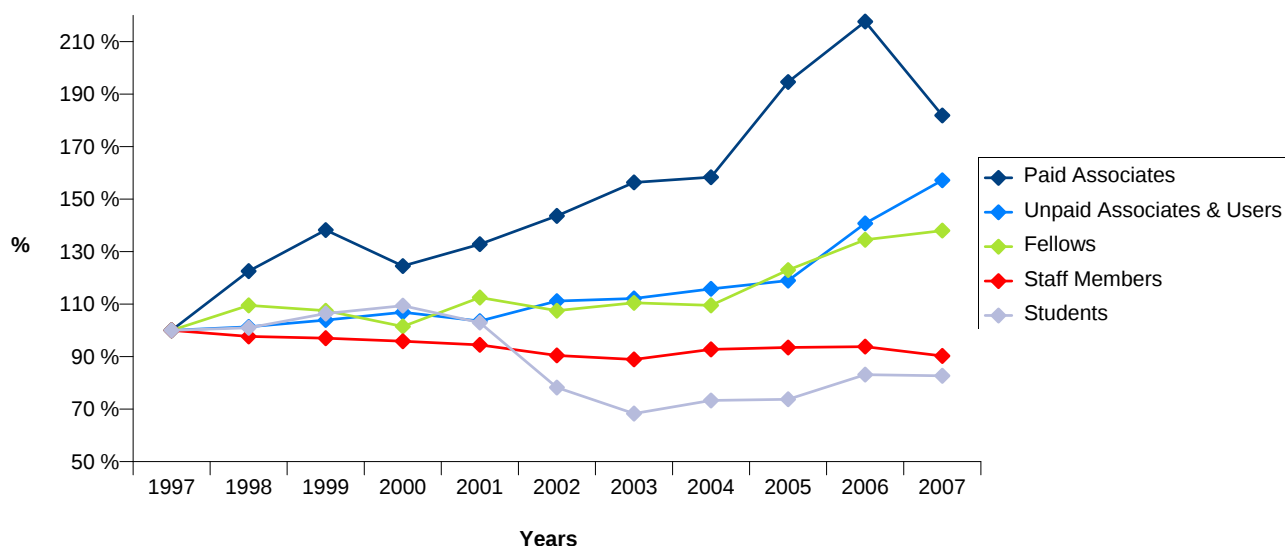
GRAPH 2. Evolution in the number of Staff Members, Fellows and Associates compared to 10 years ago (Apprentices excluded)

TABLE 4. Evolution in the Percentage of Female Members of the Personnel over the last 10 years

	Staff Members	Fellows	Students	Paid Associates	Unpaid Associates & Users
1997	15.18 %	14.50 %	12.38 %	11.76 %	12.73 %
1998	15.11 %	16.89 %	14.71 %	13.20 %	12.12 %
1999	15.61 %	18.60 %	12.56 %	13.48 %	12.72 %
2000	15.99 %	17.24 %	14.03 %	14.57 %	12.51 %
2001	16.52 %	18.22 %	12.50 %	15.50 %	12.50 %
2002	16.98 %	19.53 %	17.72 %	16.38 %	12.83 %
2003	17.31 %	19.91 %	22.46 %	13.79 %	13.35 %
2004	19.36 %	20.09 %	18.24 %	12.38 %	13.28 %
2005	19.73 %	19.11 %	22.15 %	13.35 %	12.98 %
2006	20.11 %	19.70 %	18.45 %	14.64 %	13.60 %
2007	19.89 %	17.39 %	16.17 %	14.82 %	14.57 %

GRAPH 3. Evolution in the Percentage of Female Members of the Personnel over the last 10 years

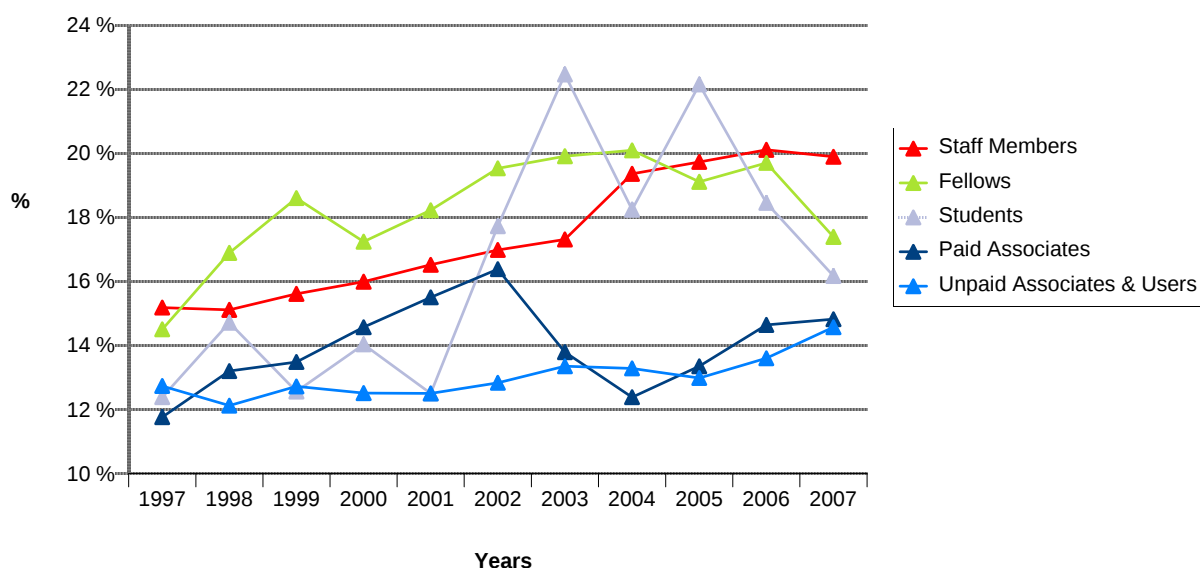


TABLE 5. Staff Members, Fellows and Paid Associates by department, residential category and gender with number of dependent children and beneficiaries of allowances - 31.12.2007

Staff	AB	AT	DG	DSU	FI	HR	IT	LHC	PH	SC	TS	Total
F	54	36	10	63	56	58	55	3	85	31	55	506
M	519	236	6	40	31	22	240	2	436	115	391	2038
Total	573	272	16	103	87	80	295	5	521	146	446	2544

Fellows + Paid Assoc. *

F	6	4		1			10		29	2		52
M	33	7		2			40		170	5	14	271
Total	39	11		3			50		199	7	14	323

Personnel receiving a family allowance

Staff	421	216	11	77	60	58	208	4	402	112	342	1911
Fellows + Paid Assoc. *	13	1		3			18		54	1	1	91
Total	434	217	11	80	60	58	226	4	456	113	343	2002

Residential category**Resident**

Staff	206	103	7	45	57	38	51	3	152	45	235	942
Fellows + Paid Assoc. *							2		1		1	4
Total	206	103	7	45	57	38	53	3	153	45	236	946

Non Resident

Staff	367	169	9	58	30	42	244	2	369	101	211	1602
Fellows + Paid Assoc. *	32	10		2			39		118	5	10	216
Total	399	179	9	60	30	42	283	2	487	106	221	1818

Number of children

Resident personnel	AB	AT	DG	DSU	FI	HR	IT	LHC	PH	SC	TS	Total
Staff	126	78		19	27	21	31		87	28	140	557
Fellows + Paid Assoc. *							2					2
Total	126	78		19	27	21	33		87	28	140	559

Non-resident personnel

Staff	358	184	8	59	37	47	217		371	107	202	1590
Fellows + Paid Assoc. *	6						9		38			53
Total	364	184	8	59	37	47	226		409	107	202	1643

Total Children

Staff	537	290	9	96	82	76	258	2	513	137	431	2431
Fellows + Paid Assoc. *	6			1			11		47			65
Total	543	290	9	97	82	76	269	2	560	137	431	2496

* Number of Paid Associates excluding Corresponding Associates, Project Associates and Unpaid Associates with Subsistence

TABLE 6. Children for whom an allowance is paid by age and nationality - 31.12.2007

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total
< 1	1	2		12	1	8	2	8	2	59	2	3	1	19	4	1	4	2	1			132
1	7	3	1	12	1	7		7	1	53	9		1	16	1		7		1	5	3	135
2	2	2	1	22	1	13		6	1	38	7	1	2	12	2		3	1	1	1	2	118
3	2	5	1	6	1	9	2	2	4	65	14	2	1	13	6	1	5	2	1	1	1	144
4	1	10		6	1	11	2	6	2	58	1		2	15	3		3	1	3	2	1	128
5	1	4		14	1	8	2	4	1	44	9		2	16	5				2		4	117
6	2	9	2	9		8	1	4	3	58	11		1	11	4	1	1			1	7	133
7	2	8		17		10	1	4	1	51	4	1		8	6	1	1	2	1		5	123
8	1	10		7		9		1	2	54	13	2	1	8	6	1	2	2	2	1	6	128
9	1	9		9		5	2	4	2	56	9			12	5	1	1	2	1	1	6	126
10	1	7		9		10		3	3	53	4	1	1	10	5		1	2	2	1	4	117
11	1	7		6		9		5	2	38	9			12	2	1	1			3	3	99
12	1	12		14		3		2	3	48	9			8	4	1		1	2		4	112
13	1	8		12		8	1	1		39	5	1		5	2			1	1		3	88
14	1	5		3		2		2	1	32	7			6	3	1		2	1	3	2	71
15		7	1	16		5	1	2	1	54	7	1		4	3		1	2	1	1	2	109
16		5		13	1	4	1	4	1	32	15		1	6	3	1		1	1		4	93
17		3		9		5				46	9			6					1	1	2	82
18		3	1	17		7			3	42	12			6	1			2	2		5	101
19		5		10		7	1	5		32	7			4	2				1		1	75
20	1	3		14		4	1	2		29	4			2	3				1		1	65
21		2		7		7	1	1	1	24	9			2	2		2	1	1		1	61
22		3	1	10	1	4				17	6			2	3		1		1		2	51
23		2		5		7	1	1		20	3			4	1	1	1				3	49
24		1		4	1	5				8				1	4		1				1	26
25				1		1				2												4
> 25				1			1			4	1				1	1						9
Total	26	135	8	265	9	176	20	74	34	1056	186	12	13	208	81	12	35	24	28	21	73	2496

Year	Total Number of Children	Average Age as at 31.12.
1997	2434	12.74
1998	2354	12.28
1999	2268	12.05
2000	2196	11.67
2001	2220	11.11
2002	2161	10.88
2003	2039	10.94
2004	2289	10.33
2005	2379	10.05
2006	2471	9.92
2007	2496	10.02

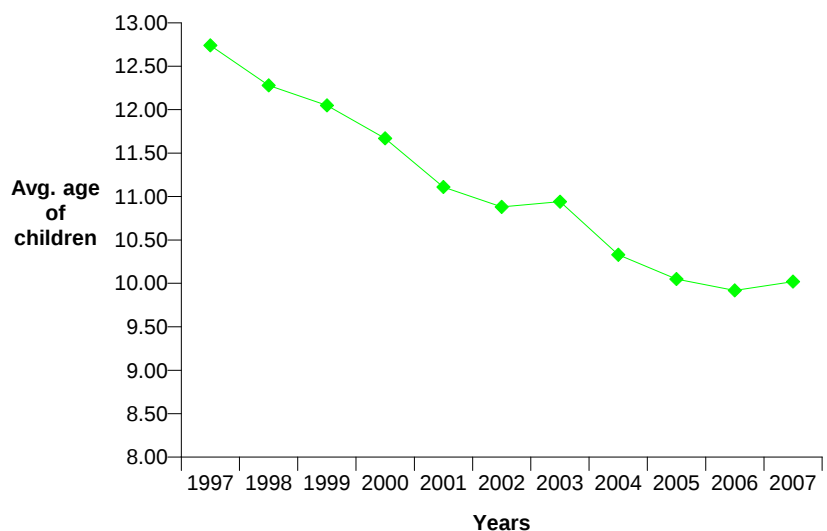


TABLE 7. Staff Members by professional category and working hours - 31.12.2007

Working Hours	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
20	1	18	19	8	2	23	5	76	2.99 *
24		1				4	1	6	0.24
26						1		1	0.04
28						5		5	0.2
30						1		1	0.04
32		10	17	2	6	13	1	49	1.93
34		2			1			3	0.12
36		7	4		3	5		19	0.75
40	77	931	827	198	99	227	25	2384	93.71
Total	78	969	867	208	111	279	32	2544	100

* Including 54 Staff Members on PRP

TABLE 8. Members of the Personnel by nationality and local place of residence - 31.12.2007

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total	%
Staff	01	26	74	3	59	3	128	13	49	20	648	158	10	8	122	58	6	31	15	19	9	7	1466	57.6
	39				1						8	1											10	0.4
	69										1												1	0
	73								1		1												2	0.1
	74	3	18		19		6	4	9	1	385	17		1	11	1			3	3			481	18.9
	GE	19	16	5	89	2	34	6	31	4	58	52	9	4	83	18	8	7	20	9	6	5	485	19.1
	VD	3	5		21		12	2	7		7	15	1		12	4	1		1	6		1	98	3.9
	VS										1												1	0
Total																							2544	100
Fellows	01	14	4				17	3	8		22	2	1		43	2	2	19	6		1	12	156	56.5
	74					1	1				3									1			6	2.2
	GE	2			1	5	10	2	17		5	9	3	2	29	1	3	2	6	2		11	111	40.2
	VD				1									1								1	3	1.1
Total																							276	100
Paid Assoc.	01		1	2			13	1	8	2	26	5	13		24	4		42	13	2	1	67	224	60.4
	74					1					2				1						1	1	6	1.6
	GE	1			1	5	2	5	1	24	2	1	3	5	1	15		1	6	6		56	135	36.4
	VD				1					1												4	6	1.6
Total																							371	100
Students	01	18	2	2		3	4		3	1	10	2	6	5	16	1	7	10	5		1	1	97	58.1
	74										3												3	1.8
	GE	4			1		12		9		2	2	2		17	1	7	3	2	4		1	67	40.1
Total																							167	100
Apprent.	01				1						1												2	7.4
	74				5																		5	18.5
	GE				11				1										3				15	55.6
	VD				3										1								4	14.8
	VS				1																		1	3.7
Total																							27	100
Unpaid Assoc. + Users	01	16	20	26	15	25	120	3	34	16	130	89	21	11	310	20	8	34	16	14	14	722	1664	19.9
	38										2												2	0
	39										1												1	0
	69										2												2	0
	73										1												1	0
	74	1	1	1	1		3				76	2	1		4		2	1				6	99	1.2
	BE														1								1	0
	GE	52	69	33	122	146	758	51	208	45	538	417	89	40	1202	131	48	165	66	49	45	2251	6525	78
	NE				1		1				1				1								4	0
	VD	1	1	1	29	1	6		3	3	2	3	1		7							12	70	0.8
Total																							8369	100
Grand Total		160	211	75	391	185	1130	86	412	95	1937	777	162	73	1899	241	93	320	162	109	78	3158	11754	
		%	1.4	1.8	0.6	3.3	1.6	9.6	0.7	3.5	0.8	16.5	6.6	1.4	0.6	16.2	2.1	0.8	2.7	1.4	0.9	0.7	26.9	100

01: Dept. of Ain, FR 25: Dept. of Doubs, FR 38: Dept. of Isère, FR 39: Dept. of Jura, FR 69: Dept. of Rhône, FR 73: Dept. of Savoie, FR 74: Dept. of Haute Savoie, FR BE: Canton of Bern, CH GE: Canton of Geneva, CH NE: Canton of Neuchâtel, CH VD: Canton of Vaud, CH VS: Canton of Valais, CH

TABLE 1. Staff Members by salary band and step - 31.12.2007

	Ab	Ac	Ae	Ba	Bb	Bc	Be	Ca	Cb	Cc	Ce	Da	Db	Dc	De	Ea	Eb	Ec	Ee	Fa	Fb	Fc	Ga	Gb	Ge	Gf	Total
f0				1																							1
f1	1											1															2
f2	1																										1
f3				1				1				2															4
f4	1			1				1				1															4
L4					1																						1
L5					2																						2
00	5		9	7	4		2	5	6	1	2	3		2	2	2	13	13		9	3	7	2	3			100
01	4	3	4	7	10	4	10	7	16	2	15	2	7	7	11	2	16	16		11	4		9	1	6	4	178
02	6	5	1	12	6	1	2	7	19	2	7	4	7	4	6	4	18	7	1	9	4	6	3	1			142
03	11	1		12	5	1	6	7	14	5	4	6	4	2	5	8	14	6		12	4	5	2	1		1	136
04	7			18	1	2	6	13	8	10	4	9	5	5	2	8	22	16		10	6	6	2				160
05	4			18	3	2	2	15	5	3	3	5	5	2	1	11	16	17		4	11	6	3				136
06	8	2	2	17	3	1	2	18	12	11		6	13	4	2	14	18	22		6	13	1	3				178
07	13	1		24	3	2	2	10	14	8	1	4	7	8	1	11	27	33		5	9	4	6	2			195
08	21			27	2	2	1	7	9	9	1	7	8	6		12	14	22		3	6	4	6	3			170
09	7			18	1	5		10	11	7	1	6	5	2		13	19	15			3	1	10	1			135
10	9			5	4	3	1	4	13	2		3	7	6		8	21	15	1		11	2	7				122
11	7				2	1	2		12	7			12	3			9	15			11		4	1			86
12					2				4	11			10	7	1		20	13			6	1	7	5			87
13					4	3	1		2	5			5	5			20	19			11	2	4	2			83
14					1	6			1	2			4	7			12	9			6	1		3			52
15		1				6			1	4			7	5			6	10			3	4	4				51
16						7				12			5	11			6	4			8	4	14	2			73
17						2				10			3	5			1	8			5						34
18		1			15					4			4	13			4	7			3	1		1			53
19		2								8				8				5			5			10			38
20		10								8				10				6			7						41
21										6				11				6			3						26
22										10				13				4			8						35
23										9				11				5			4						29
24										5				8				5			22						40
25										8				8				5									21
26										6				2				1									9
27										22				5				2									29
28														11				11									22
29														6				1									7
30														4													4
t0																			1								1
t1																			3		1	1					5
t2																				1	3	2					6
t3																					3	2					5
t4																						4					4
t6																							1				1
t7																				1			1				2
t8																				1			2				3
Total	105	26	16	168	54	63	37	105	147	197	38	59	118	201	31	93	276	318	6	72	183	64	90	36	6	5	2514

Personal salary positions

	Ap	Bp	Cp	Dp	Ep	Fp	Total
01	3	1					4
02	3					2	5
03						1	1
04	1					1	2
05	1						1
06	4		2				6
08			1				1
09			1	1	1		3
10			1	1			2
11				1			1
Total	12	1	5	3	1	4	26

Above table does not include 'Hors Cadre' (4)

TABLE 2. Female Staff Members by salary band and step - 31.12.2007

	Ab	Ac	Ae	Ba	Bb	Bc	Be	Ca	Cb	Cc	Ce	Da	Db	Dc	De	Ea	Eb	Ec	Ee	Fa	Fb	Fc	Ga	Total
f1	1																							1
f3												1												1
00				5	2					1					1		2	3				1		15
01	1	1	1	6	3	2	1		2	1	7	1	3	1		2	2	5		2				41
02				6					4		5	1	1		1	3	3			2		1		27
03	2			2	2		2	2	4	3	1	1	2			2	5	3				1		32
04	1			10	1		3	4		1	1	1	1			2	2				1	1	1	30
05	1			14	1	2	1	2		2		1					5	3				1		33
06	2			9	1			2	5	2			3		1	4	4	2		1				36
07	3			16	1	1		1	3	1				2		1	9	9			1			48
08	3			13	1	1	1	2	5	2		3		1		3	3	5			1	1		45
09				7	1	2		4	6	1						6	3	4						34
10				4	2	1		1	1	1		1	2	1		2	6	2			1			25
11	1						2		2	2			1				1	3			4			16
12					1					4			3	1			2	2						13
13						1			1	3			1	1			6				1		1	15
14						1							1				3				1			6
15						2				2			2	1			1	1						9
16						1				3			1					1			1			7
17						1				4			1	1				1			1			9
18						6				1				3				3						13
19										1								1			1			3
20		1								3				2										6
21										1								2						3
22										4								1						5
23										2								2						4
24										1				3				1			2			7
25										2				2										4
26										1														1
27										7														7
28														2				1						3
t1																			1					1
t3																					1	1		2
Total	15	2	1	92	16	21	10	18	33	56	14	10	22	21	3	25	57	55	1	5	16	7	2	502

Personal salary positions

	Ap	Cp	Total
02	1		1
04	1		1
05	1		1
08		1	1
Total	3	1	4

TABLE 3. Staff Members by department and career path - 31.12.2007

	A	B	C	D	E	F	G	Total
AB	19	46	114	145	148	73	28	573
AT	19	25	67	59	50	38	14	272
DG	1	3	3	3	2	1	2	15
DSU	1	25	17	8	30	13	9	103
FI	5	28	23	6	18	5	2	87
HR	5	17	18	9	18	10	3	80
IT	2	13	30	38	151	46	15	295
LHC			2	1			1	4
PH	20	57	74	40	175	100	53	519
SC	50	20	24	18	23	9	2	146
TS	37	89	120	85	79	28	8	446
Total	159	323	492	412	694	323	137	2540

Above table does not include 'Hors Cadre' (4)

TABLE 4. Evolution in the number of Staff Members by Career Path over the past 10 years

	A	B	C	D	E	F	G	Total
1997	268	420	544	507	515	325	240	2819
1998	223	390	518	491	576	318	238	2754
1999	200	372	504	494	610	321	234	2735
2000	174	348	507	495	623	328	227	2702
2001	148	330	500	488	659	314	224	2663
2002	121	298	474	472	659	308	218	2550
2003	135	285	469	465	642	313	198	2507
2004	171	344	497	444	662	309	187	2614
2005	180	355	517	431	679	306	167	2635
2006	178	349	512	428	716	311	151	2645
2007	159	323	492	412	694	323	137	2540

Above table does not include 'Hors Cadre'

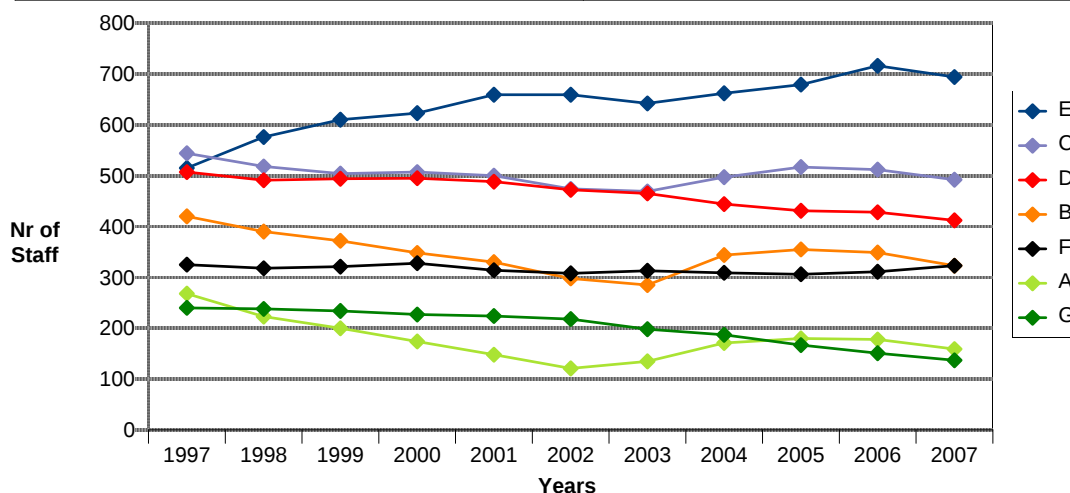
GRAPH 1. Evolution in the number of Staff Members by Career Path over the past 10 years

TABLE 5. Average monthly basic salary for Staff Members by sector, gender and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total
ACC	F		10071	6907	6041	9340	7251	5385	8210
	M		11834	7904	6133			6853	9436
ADM	F		11779	6145	7859	9880	7029	5959	7698
	M	18899	13088	8469	4923	12242	7762	7010	11195
RES	F	10368	10554	8237	6379	12455	7085	6640	8627
	M	12324	11507	7959	6038	13504	7432		10517
TEC	F		9871	7470	5649	7886	6834	6925	7981
	M		11315	7619	6396	13708	7751	7235	8213
CERN Average	F	10368	10296	7372	6304	10100	7051	6224	8097
	M	12598	11623	7832	6276	12449	7695	7129	9576
	F + M	12427	11466	7803	6277	11455	7108	6507	9282

TABLE 6a. The scale of basic salaries (in CHF), effective 31.12.2007

A		B		C		D		E		F		G	
Ab	Ac	Ba	Bb	Ca	Cb	Da	Db	Ea	Eb	Fa	Fb	Ga	Gb
Step =		Step =		Step =		Step =		Step =		Step =		Step =	
66	66	69	69	75	75	86	86	102	102	113	113	117	126
p0 4593	L1 5269	p0 4772	L1 5466	p0 5119	0 6258	p0 5828	0 6258	p0 6764	0 8320	p0 10114	0 11648	p0 13695	0 15206
f1 4659	L2 5335	f1 4841	L2 5535	f1 5194	1 6333	f1 5914	1 6333	f1 6866	1 8422	1 10227	1 11761	1 13812	1 15332
f2 4725	L3 5401	f2 4910	L3 5604	f2 5299	2 6408	f2 6000	2 6408	f2 6968	2 8524	2 10340	2 11874	2 13929	2 15458
f3 4791	L4 5467	f3 4979	L4 5673	f3 5344	3 6483	f3 6086	3 6483	f3 7070	3 8626	3 10453	3 11987	3 14046	3 15584
f4 4857	L5 5533	f4 5048	L5 5742	f4 5419	4 6558	f4 6172	4 6558	f4 7172	4 8728	4 10566	4 12100	4 14163	4 15710
0 4923	0 5599	0 5117	0 5811	0 5494	0 6258	0 6258	0 7133	0 7274	0 8320	0 10114	0 11648	0 13695	0 15206
1 4989	1 5665	1 5186	1 5880	1 5665	1 6333	1 6333	1 7208	1 7376	1 8422	1 10227	1 11761	1 13812	1 15332
2 5055	2 5731	2 5265	2 5949	2 5731	2 6408	2 6408	2 7283	2 7478	2 8524	2 10340	2 11874	2 13929	2 15458
3 5121	3 5797	3 5324	3 6018	3 5797	3 6483	3 6483	3 7358	3 7580	3 8626	3 10453	3 11987	3 14046	3 15584
4 5187	4 5863	4 5393	4 6087	4 5863	4 6558	4 6558	4 7433	4 7682	4 8728	4 10566	4 12100	4 14163	4 15710
5 5253	5 5929	5 5462	5 6156	5 5929	5 6603	5 6603	5 7508	5 7784	5 8830	5 10679	5 12213	5 14280	5 15836
6 5319	6 5995	6 5531	6 6225	6 5995	6 6688	6 6688	6 7633	6 7886	6 8932	6 10792	6 12326	6 14397	6 15952
7 5385	7 6061	7 5600	7 6294	7 6061	7 6758	7 6758	7 7703	7 7988	7 9034	7 10905	7 12439	7 14514	7 16088
8 5451	8 6127	8 5669	8 6363	8 6127	8 6858	8 6858	8 7803	8 8090	8 9136	8 11018	8 12552	8 14631	8 16214
9 5517	9 6193	9 5738	9 6432	9 6193	9 6893	9 6893	9 7838	9 8129	9 9175	9 11071	9 12605	9 14684	9 16267
10 5583	10 6259	10 5807	10 6501	10 6259	10 6933	10 6933	10 7878	10 8174	10 9220	10 11131	10 12665	10 14744	10 16327
11 5649	11 6325	11 5873	11 6567	11 6325	11 7008	11 7008	11 7953	11 8254	11 9296	11 11244	11 12778	11 14857	11 16440
12 5715	12 6391	12 5939	12 6633	12 6391	12 7158	12 7158	12 8103	12 8404	12 9446	12 11357	12 12891	12 14970	12 16553
13 5781	13 6457	13 6001	13 6695	13 6457	13 7233	13 7233	13 8178	13 8479	13 9521	13 11468	13 13002	13 15081	13 16664
14 5847	14 6523	14 6067	14 6761	14 6523	14 7308	14 7308	14 8253	14 8554	14 9596	14 11579	14 13113	14 15192	14 16775
15 5889	15 6565	15 6109	15 6803	15 6565	15 7383	15 7383	15 8328	15 8629	15 9671	15 11689	15 13223	15 15302	15 16885
16 5955	16 6631	16 6175	16 6869	16 6631	16 7458	16 7458	16 8403	16 8704	16 9746	16 11800	16 13334	16 15413	16 17006
17 6021	17 6697	17 6241	17 6939	17 6697	17 7523	17 7523	17 8468	17 8769	17 9811	17 11912	17 13446	17 15525	17 17118
18 6087	18 6763	18 6307	18 7005	18 6763	18 7603	18 7603	18 8548	18 8849	18 9891	18 12024	18 13558	18 15637	18 17230
19 6153	19 6829	19 6373	19 7071	19 6829	19 7668	19 7668	19 8613	19 8914	19 9956	19 12140	19 13674	19 15753	19 17346
20 6219	20 6895	20 6439	20 7137	20 6895	20 7733	20 7733	20 8678	20 8979	20 10021	20 12254	20 13788	20 15867	20 17460
p0 6283		p0 6342		p0 6448		p0 6554		p0 6660		p0 6766		p0 6872	
p1 6380		p1 6448		p1 6554		p1 6660		p1 6766		p1 6872		p1 6978	
p2 6446		p2 6554		p2 6660		p2 6766		p2 6872		p2 6978		p2 7084	
p3 6552		p3 6660		p3 6766		p3 6872		p3 6978		p3 7084		p3 7190	
p4 6657		p4 6766		p4 6872		p4 6978		p4 7084		p4 7190		p4 7296	
p5 6763		p5 6872		p5 6978		p5 7084		p5 7190		p5 7296		p5 7402	
p6 6869		p6 6978		p6 7084		p6 7190		p6 7296		p6 7402		p6 7508	
p7 7816		p7 7816		p7 7816		p7 7816		p7 7816		p7 7816		p7 7816	
tep =	69	Step =	75	Step =	86	Step =	102	Step =	113	Step =	117	Step =	126
E min	6998	E min	7930	E min	9238	E min	10997	E min	13074	E min	15949	E min	17978
E max	7745	E max	8905	E max	10356	E max	12833	E max	14882	E max	17002	E max	19742
Trans. will be removed as soon as no staff is assigned to such a position													
p position related to increased min value in Ee													

TABLE 6b. The scale of basic salaries (in CHF), effective 1.1.-30.6.2007

A		B		C		D		E		F		G	
Aa	Ab	Ba	Bb	Ca	Cb	Da	Db	Ea	Eb	Fa	Fb	Ga	Gb
increment =		increment =		increment =		increment =		increment =		increment =		increment =	
93	97	97	106	106	120	120	140	140	164	196	228	259	321
f0 3955		f0 4826		f0 5176		f0 5898		f0 6854					
f1 4048		f1 4923		f1 5282		f1 6018		f1 6994					
f2 4141		f2 5020		f2 5388		f2 6138		f2 7134					
0 4234		0 5117		0 5494		0 6258		0 7274		0 10114		0 13695	0 14564
1 4327		1 5214		1 5600		1 6378		1 7414		1 10310		1 13954	1 14885
2 4420		2 5311		2 5706		2 6498		2 7554		2 10506		2 14213	2 15206
3 4513		3 5408		3 5812		3 6618		3 7694		3 10702		3 14472	3 15527
4 4606	L1 4632	4 5505	L1 5493	4 5918		4 6738		4 7834		4 10898		4 14731	4 15848
5 4699	L2 4729	5 5602	L2 5599	5 6024		5 6858		5 7974		5 11094		5 14990	5 16169
6 4792	L3 4826	6 5699	L3 5705	6 6130		6 6978		6 8114		6 11290		6 15249	6 16490
7 4885	0 4923	7 5796	0 5811	7 6236	0 6258	7 7098	0 7133	7 8254	0 8320	7 11486	0 11648	7 15508	7 16811
8 4978	1 5020	8 5893	1 5917	8 6342	1 6378	8 7218	1 7273	8 8394	1 8484	8 11682	1 11876	8 15767	8 17132
9 5071	2 5117	9 5990	2 6023	9 6448	2 6498	9 7338	2 7413	9 8534	2 8648	9 11878	2 12104	9 16026	9 17453
10 5164	3 5214	10 6087	3 6129	10 6554	3 6618	10 7458	3 7553	10 8674	3 8812	10 12074	3 12332	10 16283	10 17774
11 5257	4 5311	11 6184	4 6235	L1 6257		11 7578	4 7693	11 8814	4 8976	11 12270	4 12560	11 16544	
12 5350	5 5408	12 6281	5 6341	L2 6377		12 7698	5 7833	12 8954	5 9140	12 12466	5 12788		
13 5443	6 5505	13 6378	6 6447	L3 6497		13 7818	6 7973	13 9094	6 9304	13 12662	6 13016		
	7 5602	0 5599	7 6533	0 6617		14 7938	7 8113	14 9234	7 9468	7 13244	0 13242		
	8 5699	1 5705	8 6659	1 6737		8 8233	0 8320	8 9632	0 9721	8 13472	1 13501		
	9 5796	2 5811	9 6765	2 6857		9 8393	1 8484	9 9796	1 9917	9 13700	2 13760		
	10 5893	3 5917	10 6871	3 6977		10 8533	2 8648	10 9960	2 10113	10 13928	3 14019		
	11 5990	4 6023	11 6977	4 7097		11 8673	3 8812	11 10124	3 10309	11 14156	4 14278		
	12 6087	5 6129	12 7083	5 7217		12 7698	4 8976	12 10288	4 10505	12 14384	5 14537		
	13 6184	6 6235	6 7337			13 7818	5 9140	13 10452	5 10701		6 14796		
	7 6341		7 7457			14 7938	7 8113	14 10616	6 10897		7 15055		
	8 6447		8 7577			8 8253		8 9632			8 15314		
	9 6553		9 7697			9 8393		9 9796			9 15573		
	10 6659		10 7817			10 8533		10 9960			10 15832		
	11 6765					11 8673		11 10124					
	12 6871					12 8813		12 10288					
						13 8953		13 10452					
						14 9093		14 10616					
p0 6283	e0 6977	p0 8938	e0 7975	e0 9304		p0 12275	e0 10900	e0 12787		p0 14609			
p1 6380	e1 7097	p1 9098	e1 8115	e1 9468		p1 12472	e1 11096	e1 13015		p1 14990			
p2 6446	e2 7217		e2 8255	e2 9632			e2 11292	e2 13243		p2 15249			
p3 6532	e3 7337		e3 8395	e3 9796			e3 11488	e3 13471		p3 15508			
p4 6657	e4 7457		e4 8535	e4 9960			e4 11684	e4 13699		p4 15767			
p5 6763	e5 7577		e5 8675	e5 10124			e5 11880	e5 13927		p5 16026			
p6 6869	e6 7697		e6 8815	e6 10288			e6 12076	e6 14155		p6 16285			
p7 7816													
f = minimum classification of staff members with less than 3 years of relevant professional experience				= 1 periodic step every 2 years				e = exceptional advancement zone					
				L = reserved for Local Staff				p = temporary personal salary position					

TABLE 1. Staff Members, Fellows and Paid Associates by professional category, at end 2007 and 2006

	2007						2006					
	Staff	%	Fellows + Paid Assoc.	%	Total	%	Staff	%	Fellows + Paid Assoc.	%	Total	%
1. Research Physicists	78	2.44	200	6.27	278	8.71	76	2.26	209	6.22	285	8.49
2. Scientific & Eng. work	969	30.37	409	12.82	1378	43.18	980	29.18	445	13.25	1425	42.44
3. Technical work	867	27.17	28	0.88	895	28.05	900	26.8	52	1.55	952	28.35
4. Manual work	208	6.52			208	6.52	224	6.67			224	6.67
5a. Prof. Admin. work	111	3.48	7	0.22	118	3.70	122	3.63	5	0.15	127	3.78
5b. Office and Admin. work	279	8.74	3	0.09	282	8.84	303	9.02	2	0.06	305	9.08
5c. Office work	32	1.00			32	1.00	40	1.19			40	1.19
5a + 5b + 5c	422	13.22	10	0.31	432	13.54	465	13.85	7	0.21	472	14.06
Total	2544	79.72	647	20.28	3191	100	2645	75.77	713	21.23	3358	100

TABLE 2. Staff Members by department and professional category - 31.12.2007

	1	2	3	4	5a	5b	5c	Total
AB		248	278	27	1	18	1	573
AT		102	133	23		12	2	272
DG	2			1	4	9		16
DSU	1	14	7	1	37	41	2	103
FI		1	1		24	55	6	87
HR		2	2		29	41	6	80
IT		207	59	1	5	20	3	295
LHC		2				3		5
PH	75	248	108	30	7	50	3	521
SC		34	38	62		10	2	146
TS		111	241	63	4	20	7	446
Total	78	969	867	208	111	279	32	2544

TABLE 3. Staff Members by professional category over the past 10 years

	1	2	3	4	5a	5b	5c	Total
1997	100	864	1001	370	118	262	104	2819
1998	101	912	961	326	121	250	83	2754
1999	95	949	946	298	123	247	77	2735
2000	90	960	933	271	130	251	67	2702
2001	88	979	911	244	130	251	60	2663
2002	81	977	862	203	127	254	46	2550
2003	72	953	862	205	128	249	38	2507
2004	74	958	881	224	126	305	46	2614
2005	73	957	898	233	122	308	44	2635
2006	76	980	900	224	122	303	40	2645
2007	78	969	867	208	111	279	32	2544

GRAPH 1. Staff Members by professional category over the past 10 years

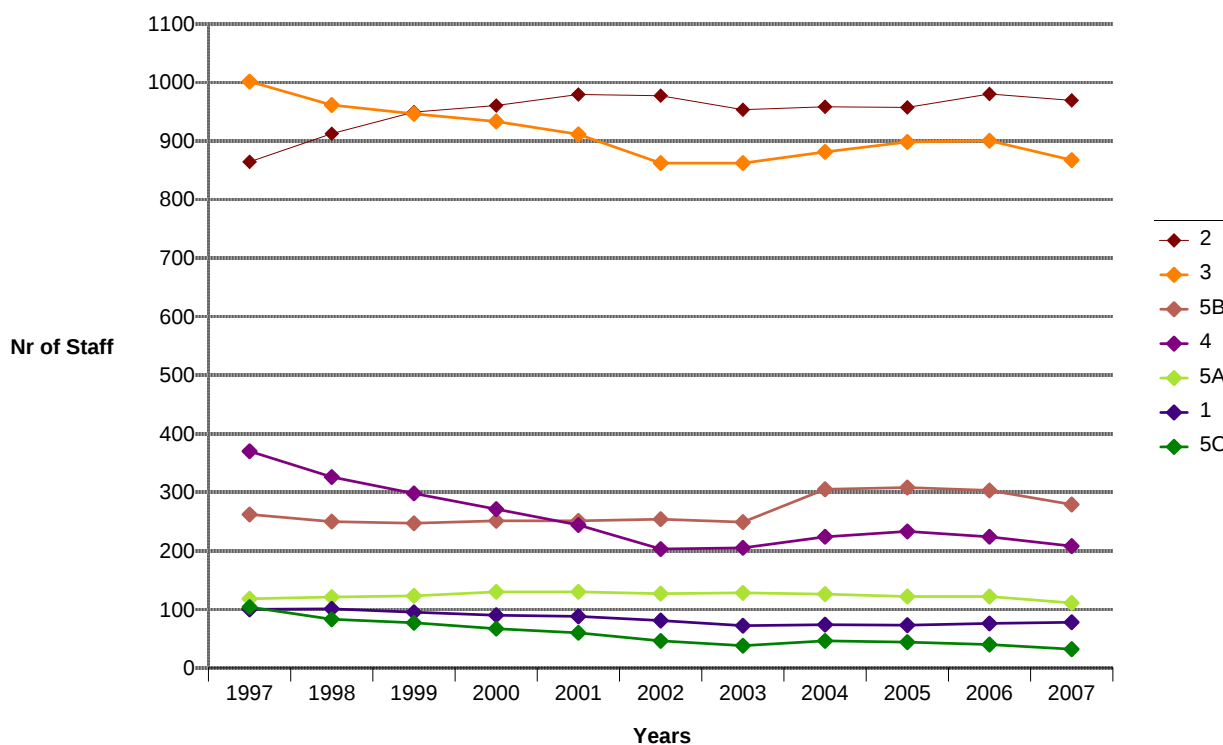


TABLE 4. Staff Members, Fellows and Paid Associates by professional category and gender - 31.12.2007

		Staff	Fellows + Paid Assoc.	Total
1. Research Physicists	F	6	33	39
	M	72	167	239
Total		78	200	278
2. Scientific & Eng. work	F	115	62	177
	M	854	347	1201
Total		969	409	1378
3. Technical work	F	54	1	55
	M	813	27	840
Total		867	28	895
4. Manual work	F	8		8
	M	200		200
Total		208		208
5a. Prof. Admin. work	F	47	5	52
	M	64	2	66
Total		111	7	118
5b. Office and Admin. work	F	254	2	256
	M	25	1	26
Total		279	3	282
5c. Office work	F	22		22
	M	10		10
Total		32		32
Grand Total	F	506	103	609
	M	2038	544	2582
		2544	647	3191

TABLE 5. Staff Members by career path, salary band and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total
A	Ab				94		1	10	105
	Ac				22			4	26
	Ae				11			5	16
	Ap				8			4	12
A	Total				135		1	23	159
B	Ba			62	11		94	1	168
	Bb			32	6		15	1	54
	Bc			14	32		12	5	63
	Be			4	23		8	2	37
	Bp				1				1
B	Total			112	73		129	9	323
C	Ca			93			12		105
	Cb			122			25		147
	Cc			136			61		197
	Ce			26			12		38
	Cp			4			1		5
C	Total			381			111		492
D	Da			57			2		59
	Db			103			15		118
	Dc			182			19		201
	De			29			2		31
	Dp			3					3
D	Total			374			38		412
E	Ea		81			12			93
	Eb	28	225			23			276
	Ec	8	276			34			318
	Ee		6						6
	Ep		1						1
E	Total	36	589			69			694
F	Fa	3	62			7			72
	Fb	12	155			16			183
	Fc	4	52			8			64
	Fp		4						4
F	Total	19	273			31			323
G	Ga	11	71			8			90
	Gb	8	26			2			36
	Ge		6						6
	Gf	1	3			1			5
G	Total	20	106			11			137
Grand Total		75	968	867	208	111	279	32	2540

Above table does not include 'Hors Cadre' (4)

TABLE 6. Female Staff Members by career path, salary band and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total
A	Ab				4		1	10	15
	Ac				1			1	2
	Ae							1	1
	Ap							3	3
A	Total				5		1	15	21
B	Ba			2			89	1	92
	Bb			2			13	1	16
	Bc			3	3		12	3	21
	Be						8	2	10
B	Total			7	3		122	7	139
C	Ca			6			12		18
	Cb			9			24		33
	Cc			6			50		56
	Ce			2			12		14
	Cp						1		1
C	Total			23			99		122
D	Da			8			2		10
	Db			9			13		22
	Dc			6			15		21
	De			1			2		3
D	Total			24			32		56
E	Ea		17			8			25
	Eb	3	38			16			57
	Ec	1	37			17			55
	Ee		1						1
E	Total	4	93			41			138
F	Fa		4			1			5
	Fb	2	12			2			16
	Fc		5			2			7
F	Total	2	21			5			28
G	Ga		1			1			2
G	Total		1			1			2
Grand Total		6	115	54	8	47	254	22	506

TABLE 7. Staff Members by professional category and occupational code* - 31.12.2007

Category 1 Code	Nb.	Category 2 Code	Nb.	Category 3 Code	Nb.	Category 4 Code	Nb.	Category 5 Code	Nb.
100	1	200	77	300	92	400	7	500	39
102	58	201	70	301	120	402	62	501	7
103	19	202	42	302	48	403	3	502	12
		203	12	303	94	405	2	503	9
		204	114	304	191	409	5	504	8
		206	20	307	20	410	1	505	8
		207	12	308	66	411	2	506	14
		208	229	309	4	414	1	507	3
		211	256	310	5	415	61	508	1
		214	121	311	4	417	22	510	7
		216	12	312	2	418	8	511	1
		217	2	315	35	419	7	512	2
		218	2	316	23	424	18	530	171
				317	28	440	3	531	22
				318	5	441	1	532	9
				319	13	443	2	533	1
				340	3	445	1	534	1
				341	23	462	1	535	8
				343	9	495	1	536	5
				345	2			537	1
				360	19			538	1
				361	47			539	3
				362	6			540	1
				365	8			541	5
								542	9
								543	42
								560	28
								564	3
								565	1

Total by category	78	969	867	208	422
%	3.07 %	38.09 %	34.08 %	8.18 %	16.59 %

Total Staff Members	2544
	100 %

* See annex

**TABLE 8. Female Staff Members by professional category and occupational code*
- 31.12.2007**

Category 1 Code	Nb.	Category 2 Code	Nb.	Category 3 Code	Nb.	Category 4 Code	Nb.	Category 5 Code	Nb.
102	6	200	16	300	6	424	6	500	11
		201	7	301	2	440	2	501	3
		202	3	303	6			502	5
		203	1	304	8			503	4
		204	5	307	4			504	5
		206	6	308	6			505	5
		207	2	309	4			506	7
		208	35	311	1			507	2
		211	30	315	8			508	1
		214	7	316	2			510	4
		216	2	317	2			530	160
		218	1	318	1			531	18
				319	1			532	7
				361	3			533	1
								534	1
								535	7
								536	5
								537	1
								538	1
								539	3
								540	1
								541	4
								542	3
								543	42
								560	21
								565	1

Total by category	6	115	54	8	323
%	1.19 %	22.73 %	10.67 %	1.58 %	63.83 %

Total Female Staff	506
	100 %

* See annex

TABLE 9. Staff Members, Fellows and Paid Associates by department and professional category - 31.12.2007

	1	2	3	4	5a	5b	5c	Total
AB	1	317	280	27	1	18	1	645
AT	1	162	142	23		12	2	342
DG	2			1	4	9		16
DSU	1	16	7	1	40	41	2	108
FI		1	1		24	55	6	87
HR		2	2		29	41	6	80
IT	1	284	60	1	9	20	3	378
LHC		2				3		5
PH	271	400	122	30	7	53	3	886
SC		42	38	62		10	2	154
TS	1	152	243	63	4	20	7	490
Total	278	1378	895	208	118	282	32	3191

TABLE 10. Unpaid Associates and Users by department and professional category - 31.12.2007

	1	2	3	4	5a	5b	Total
AB	39	44	7				90
AT	15	29	12				56
DSU	10	5	2		4	1	22
FI			1				1
IT	40	50	10		6	1	107
LHC		2			2		4
PH	6285	901	833	7	40	3	8069
SC	1		1				2
TS	1	12	4			1	18
Total	6391	1043	870	7	52	6	8369

TABLE 11. Staff Members, Fellows and Paid Associates by status, gender and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total	%
Staff	F	6	115	54	8	47	254	22	506	15.86
	M	72	854	813	200	64	25	10	2038	63.87
Fellows	F	17	27			4			48	1.50
	M	69	155	2		2			228	7.15
Paid Assoc.	F	16	35	1		1	2		55	1.72
	M	98	192	25			1		316	9.90
Total F + M		278	1378	895	208	118	282	32	3191	100
		8.71	43.18	28.05	6.52	3.70	8.84	1.00	100	

Unp. Assoc.

+ Users

	1	2	3	4	5a	5b	Total	%
F	1002	99	77		36	5	1219	14.57
M	5389	944	793	7	16	1	7150	85.43
Total	6391	1043	870	7	52	6	8369	100

TABLE 1. Staff Members by type of contract and years of service - 31.12.2007

	Year of entry	LD			FT			IC			Total		Grand Total	%
		Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time	Total	Full Time	Part Time		
0	2007	76		76				1		1	77		77	3.03
1	2006	163	2	165				2		2	165	2	167	6.56
2	2005	186	7	193	4		4	1		1	191	7	198	7.78
3	2004	210	7	217	50	2	52	1		1	261	9	270	10.61
4	2003	77	2	79	44		44	2		2	123	2	125	4.91
5	2002	51	2	53				31		31	82	2	84	3.30
6	2001	18		18	6		6	73	5	78	97	5	102	4.01
7	2000	9		9	16		16	50	1	51	75	1	76	2.99
8	1999	1		1	1		1	72	1	73	74	1	75	2.95
9	1998							110	2	112	110	2	112	4.40
10	1997							62	4	66	62	4	66	2.59
11	1996							53		53	53		53	2.08
12	1995							52	2	54	52	2	54	2.12
13	1994							65	1	66	65	1	66	2.59
14	1993							30	3	33	30	3	33	1.30
15	1992							79	1	80	79	1	80	3.14
16	1991							24	2	26	24	2	26	1.02
17	1990							21		21	21		21	0.83
18	1989							21	1	22	21	1	22	0.86
19	1988							34	2	36	34	2	36	1.42
20	1987							30		30	30		30	1.18
21	1986							23	1	24	23	1	24	0.94
22	1985							31	3	34	31	3	34	1.34
23	1984							60	2	62	60	2	62	2.44
24	1983							50	1	51	50	1	51	2.00
25	1982							21	3	24	21	3	24	0.94
26	1981							25	2	27	25	2	27	1.06
27	1980							66	18	84	66	18	84	3.30
28	1979							10	2	12	10	2	12	0.47
29	1978							54	2	56	54	2	56	2.20
30	1977							13	1	14	13	1	14	0.55
31	1976							1		1	1		1	0.04
32	1975							48	7	55	48	7	55	2.16
33	1974							83	14	97	83	14	97	3.81
34	1973							74	15	89	74	15	89	3.50
35	1972							46	14	60	46	14	60	2.36
36	1971							15	9	24	15	9	24	0.94
37	1970							17	7	24	17	7	24	0.94
38	1969							11	5	16	11	5	16	0.63
39	1968							5	2	7	5	2	7	0.28
40	1967							1	2	3	1	2	3	0.12
41	1966							4	3	7	4	3	7	0.28
Total		791	20		121	2		1472	138		2384	160		100
Average service time		2.41	2.75		4.05	3.00		19.38	28.54		12.97	25.00	13.73	
811				123				1610				2544		

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

TABLE 2. Staff Members by department, professional category, type of contract and percentage of indefinite contracts - 31.12.2007

		1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%	Total	%
AB	LD			62		89		7				5				163	28.45
	FT			5		26		11				4				46	8.03
	IC			181		163		9		1		9		1		364	63.53
AT	LD			14		34		8				5		1		62	22.79
	FT			1		1		8						1		11	4.04
	IC			87		98		7				7				199	73.16
DG	LD	2						1		3		4				10	62.50
	IC									1		5				6	37.50
DSU	LD			3		2				14		18		1		38	36.89
	FT			1								1				2	1.94
	IC	1		10		5		1		23		22		1		63	61.17
FI	LD									5		27		3		35	40.23
	IC			1		1				19		28		3		52	59.77
HR	LD									10		17		3		30	37.50
	FT											1				1	1.25
	IC			2		2				19		23		3		49	61.25
IT	LD			105		20				2		7				134	45.42
	FT													1		1	0.34
	IC			102		39		1		3		13		2		160	54.24
LHC	FT											1				1	20.00
	IC			2								2				4	80.00
PH	LD	33		52		29		12				19		1		146	28.02
	FT			6		12		12				9				39	7.49
	IC	42		190		67		6		7		22		2		336	64.49
SC	LD			8		14		26				5				53	36.30
	FT			1				1								2	1.37
	IC			25		24		35				5		2		91	62.33
TS	LD			14		89		27				10				140	31.39
	FT					13		6				1				20	4.48
	IC			97		139		30		4		9		7		286	64.13
Total	LD	35		258		277		81		34		117		9		811	
	FT			14		52		38				17		2		123	
	IC	43	55.13	697	71.93	538	62.05	89	42.79	77	69.37	145	51.97	21	65.63	1610	63.29

TABLE 3. Staff Members by career path and type of contract - 31.12.2007

		A	B	C	D	E	F	G	Total
Staff	LD	84	151	183	66	315	7	4	810
	FT	32	50	22	5	13	1		123
	IC	43	122	287	341	366	315	133	1607
	Total	159	323	492	412	694	323	137	2540

Grand Total	159	323	492	412	694	323	137	2540
Total IC	43	122	287	341	366	315	133	1607
% IC	27.04	37.77	58.33	82.77	52.74	97.52	97.08	63.27

Above table does not include 'Hors Cadre' (4)

TABLE 1. Staff Members by residential category and nationality - 31.12.2007

	NR	%	R	%	Total	%
AT	51	3.18			51	2.00
BE	112	6.99	1	0.11	113	4.44
BG	8	0.50			8	0.31
CH	58	3.62	131	13.91	189	7.43
CZ	5	0.31			5	0.20
DE	173	10.80	7	0.74	180	7.08
DK	24	1.50	1	0.11	25	0.98
ES	84	5.24	13	1.38	97	3.81
FI	23	1.44	2	0.21	25	0.98
FR	379	23.66	730	77.49	1109	43.59
GB	230	14.36	13	1.38	243	9.55
GR	20	1.25			20	0.79
HU	12	0.75	1	0.11	13	0.51
IT	198	12.36	30	3.18	228	8.96
NL	77	4.81	4	0.42	81	3.18
NO	15	0.94			15	0.59
PL	37	2.31	1	0.11	38	1.49
PT	32	2.00	7	0.74	39	1.53
SE	37	2.31			37	1.45
SK	14	0.87	1	0.11	15	0.59
NM	13	0.81			13	0.51
Total	1602	100	942	100	2544	100
%	62.97		37.03		100	

TABLE 2. Staff Members by nationality and salary band - 31.12.2007

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total	%
Ab			1	9		2		4	5	80	1			2					1			105	4.13
Ac				1		1		3		17	1			2				1				26	1.02
Ae				2						13				1								16	0.63
Ba				16		1	1			134	7		1	5	1		1			1		168	6.60
Bb			1	3		3		2		37	3				2			3				54	2.12
Bc		2		5				1	1	49	2			1		1			1			63	2.48
Be				5						29	1			1				1				37	1.45
Ca		2		5	2		4	1		82	6			1	1			1				105	4.13
Cb	1	2		10		3	3		2	101	14			6	1			1	3			147	5.78
Cc	1	5		21		1	1	4	2	131	16			10	3			2				197	7.74
Ce		1		6		1				27	1			1	1							38	1.49
Da	1	4		13		5		4	2	17	3			3	3		1	3				59	2.32
Db		17		10		13		7	1	38	11		1	10	7			2	1			118	4.64
Dc	3	22		19		7	2	4		103	12			11	15	1			2			201	7.90
De		2		5						12	5			3	1	2			1			31	1.22
Ea	2	2	2	3		5		14		12	13	2	4	7	1	2	13	8	1	2		93	3.66
Eb	16	8	2	1	1	33	3	28	1	55	23	7	7	41	8	1	14	11	8	6	2	276	10.85
Ec	14	22	2	14	1	30	3	14	7	72	36	7		58	10	3	6	3	7	4	5	318	12.50
Ee				1		1				2	1				1							6	0.24
Fa	3	5		1		19	1	3		4	12	1		14	3			3	2	1		72	2.83
Fb	5	13		16	1	19	4	4	2	38	35	3		22	10	1	1		4		5	183	7.19
Fc		2		6		13	2	2		8	10			11	5		1		2	1	1	64	2.52
Ga	2	4		7		13	1		1	20	20			10	7	2	1		2			90	3.54
Gb	3			6		7		2		10	3			4					1			36	1.42
Gf						1					2			1	1							5	0.20
Ge				1		1			1	1						1			1			6	0.24
Total	51	113	8	186	5	179	25	97	25	1092	238	20	13	225	81	14	38	39	37	15	13	2514	98.82

Above table does not include 'Hors Cadre' (4)

Personal salary positions

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total	%
Ap										10				1		1						12	0.47
Bp										1												1	0.04
Cp				1						3	1											5	0.20
Dp				1							1			1								3	0.12
Ep				1																		1	0.04
Fp						1				2	1											4	0.16
Total				3		1				16	3			2		1						26	0.79
Grand Total	51	113	8	189	5	180	25	97	25	1109	243	20	13	228	81	15	38	39	37	15	13	2544	100

TABLE 3. Members of the Personnel by nationality and status - 31.12.2007

	Staff	%	Fellows	%	Paid Assoc.	%	Students	%	Apprent.	%	Total	%	Unpaid Assoc. + Users	%
AT	51	2.00	16	5.80	1	0.27	22	13.17			90	2.66	70	0.84
BE	113	4.44	4	1.45	1	0.27	2	1.20			120	3.55	91	1.09
BG	8	0.31	1	0.36	3	0.81	2	1.20			14	0.41	61	0.73
CH	189	7.43	6	2.17	6	1.62	1	0.60	21	77.78	223	6.59	168	2.01
CZ	5	0.20	2	0.72	3	0.81	3	1.80			13	0.38	172	2.06
DE	180	7.08	28	10.14	18	4.85	16	9.58			242	7.15	888	10.61
DK	25	0.98	5	1.81	2	0.54					32	0.95	54	0.65
ES	97	3.81	25	9.06	32	8.63	12	7.19	1	3.70	167	4.93	245	2.93
FI	25	0.98			5	1.35	1	0.60			31	0.92	64	0.76
FR	1109	43.59	30	10.87	29	7.82	15	8.98	1	3.70	1184	34.98	753	9.00
GB	243	9.55	11	3.99	8	2.16	4	2.40			266	7.86	511	6.11
GR	20	0.79	4	1.45	18	4.85	8	4.79			50	1.48	112	1.34
HU	13	0.51	3	1.09	1	0.27	5	2.99			22	0.65	51	0.61
IT	228	8.96	72	26.09	40	10.78	33	19.76	1	3.70	374	11.05	1525	18.22
NL	81	3.18	3	1.09	4	1.08	2	1.20			90	2.66	151	1.80
NO	15	0.59	5	1.81	1	0.27	14	8.38			35	1.03	58	0.69
PL	38	1.49	21	7.61	48	12.94	13	7.78			120	3.55	200	2.39
PT	39	1.53	12	4.35	19	5.12	7	4.19	3	11.11	80	2.36	82	0.98
SE	37	1.45	3	1.09	2	0.54	4	2.40			46	1.36	63	0.75
SK	15	0.59	1	0.36	2	0.54	1	0.60			19	0.56	59	0.70
NM	13	0.51	24	8.70	128	34.50	2	1.20			167	4.93	2991	35.74
Total	2544	100	276	100	371	100	167	100	27	100	3385	100	8369	100
%	75.16		8.15		10.96		4.93		0.80		100			

TABLE 4. Members of the Personnel by nationality, gender and status - 31.12.2007

		Staff	%	Fellows	%	Paid Assoc.	%	Students	%	Apprent.	%	Unpaid Assoc. + Users	%	Total	%
AT	F	9	1.78					3	11.11			11	0.90	23	1.23
	M	42	2.06	16	7.02	1	0.32	19	13.57			59	0.83	137	1.39
BE	F	14	2.77	1	2.08							16	1.31	31	1.66
	M	99	4.86	3	1.32	1	0.32	2	1.43			75	1.05	180	1.82
BG	F	3	0.59					1	3.70			9	0.74	13	0.70
	M	5	0.25	1	0.44	3	0.95	1	0.71			52	0.73	62	0.63
CH	F	49	9.68			1	1.82			7	87.50	19	1.56	76	4.08
	M	140	6.87	6	2.63	5	1.58	1	0.71	14	73.68	149	2.08	315	3.18
CZ	F	1	0.20									12	0.98	13	0.70
	M	4	0.20	2	0.88	3	0.95	3	2.14			160	2.24	172	1.74
DE	F	14	2.77	2	4.17	3	5.45					95	7.79	114	6.12
	M	166	8.15	26	11.40	15	4.75	16	11.43			793	11.09	1016	10.27
DK	F	1	0.20	1	2.08							5	0.41	7	0.38
	M	24	1.18	4	1.75	2	0.63					49	0.69	79	0.80
ES	F	28	5.53	10	20.83	6	10.91	3	11.11	1	12.50	50	4.10	98	5.26
	M	69	3.39	15	6.58	26	8.23	9	6.43			195	2.73	314	3.17
FI	F	4	0.79			2	3.64					11	0.90	17	0.91
	M	21	1.03			3	0.95	1	0.71			53	0.74	78	0.79
FR	F	253	50.00	4	8.33	6	10.91	2	7.41			118	9.68	383	20.56
	M	856	42.00	26	11.40	23	7.28	13	9.29	1	5.26	635	8.88	1554	15.71
GB	F	51	10.08	3	6.25							72	5.91	126	6.76
	M	192	9.42	8	3.51	8	2.53	4	2.86			439	6.14	651	6.58
GR	F	5	0.99	1	2.08	4	7.27	1	3.70			30	2.46	41	2.20
	M	15	0.74	3	1.32	14	4.43	7	5.00			82	1.15	121	1.22
HU	F	3	0.59					2	7.41			6	0.49	11	0.59
	M	10	0.49	3	1.32	1	0.32	3	2.14			45	0.63	62	0.63
IT	F	38	7.51	13	27.08	10	18.18	6	22.22			273	22.40	340	18.25
	M	190	9.32	59	25.88	30	9.49	27	19.29	1	5.26	1252	17.51	1559	15.76
NL	F	5	0.99	1	2.08							12	0.98	18	0.97
	M	76	3.73	2	0.88	4	1.27	2	1.43			139	1.94	223	2.25
NO	F	3	0.59	1	2.08	1	1.82	3	11.11			13	1.07	21	1.13
	M	12	0.59	4	1.75			11	7.86			45	0.63	72	0.73
PL	F	4	0.79	1	2.08	4	7.27	5	18.52			42	3.45	56	3.01
	M	34	1.67	20	8.77	44	13.92	8	5.71			158	2.21	264	2.67
PT	F	8	1.58	1	2.08	5	9.09	1	3.70			13	1.07	28	1.50
	M	31	1.52	11	4.82	14	4.43	6	4.29	3	15.79	69	0.97	134	1.35
SE	F	9	1.78	2	4.17							11	0.90	22	1.18
	M	28	1.37	1	0.44	2	0.63	4	2.86			52	0.73	87	0.88
SK	F	2	0.40									10	0.82	12	0.64
	M	13	0.64	1	0.44	2	0.63	1	0.71			49	0.69	66	0.67
NM	F	2	0.40	7	14.58	13	23.64					391	32.08	413	22.17
	M	11	0.54	17	7.46	115	36.39	2	1.43			2600	36.36	2745	27.75
Total	F	506	19.89	48	17.39	55	14.82	27	16.17	8	29.63	1219	14.57	1863	15.85
	M	2038	80.11	228	82.61	316	85.18	140	83.83	19	70.37	7150	85.43	9891	84.15
		2544		276		371		167		27		8369		11754	

TABLE 5. Fellows and Paid Associates by nationality and department - 31.12.2007

	AB	AT	DSU	IT	PH	SC	TS	Total
AT	6				8	2	1	17
BE					5			5
BG				1	3			4
CH	1			2	7		2	12
CZ				1	4			5
DE	5			1	39		1	46
DK					7			7
ES	11	7		8	25		6	57
FI					5			5
FR	7	3	3	10	32	1	3	59
GB	2			3	12	1	1	19
GR		10			11		1	22
HU				1	3			4
IT	10	4		10	77	2	9	112
NL					7			7
NO				6				6
PL	5	35		8	12		9	69
PT		3	2	5	15	2	4	31
SE	2				3			5
SK				1	2			3
NM	23	8		26	88		7	152
Total	72	70	5	83	365	8	44	647

TABLE 6. Staff Members by nationality and professional category - 31.12.2007

	1	2	3	4	5a	5b	5c	Total
AT	2	41	4		2	2		51
BE	1	46	52	1	9	4		113
BG		5		2	1			8
CH	2	46	78	13	9	35	6	189
CZ		3	1			1		5
DE	16	118	31	4	9	2		180
DK	2	12	10			1		25
ES	7	54	21	7	6	1	1	97
FI		8	4	5	4	4		25
FR	12	190	522	164	23	177	21	1109
GB	8	127	49	4	23	32		243
GR	3	17						20
HU		9	1		2	1		13
IT	14	145	44	5	10	7	3	228
NL	4	39	34		3	1		81
NO	1	7	3		2	1	1	15
PL		34	1		2	1		38
PT	1	22	9	2	2	3		39
SE	1	23	3	1	4	5		37
SK		14				1		15
NM	4	9						13
Total	78	969	867	208	111	279	32	2544
%	3.07	38.09	34.08	8.18	4.36	10.97	1.26	100

TABLE 7. Staff Members by nationality, gender and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total
AT	F		6	1		1	1		9
	M	2	35	3		1	1		42
BE	F		4	4		2	4		14
	M	1	42	48	1	7			99
BG	F		3						3
	M		2		2	1			5
CH	F		1	6	2	3	31	6	49
	M	2	45	72	11	6	4		140
CZ	F						1		1
	M		3	1					4
DE	F		5	3		4	2		14
	M	16	113	28	4	5			166
DK	F						1		1
	M	2	12	10					24
ES	F		21	2		3	1	1	28
	M	7	33	19	7	3			69
FI	F						4		4
	M		8	4	5	4			21
FR	F	1	27	31	6	15	161	12	253
	M	11	163	491	158	8	16	9	856
GB	F	1	7	3		9	31		51
	M	7	120	46	4	14	1		192
GR	F	1	4						5
	M	2	13						15
HU	F		2				1		3
	M		7	1		2			10
IT	F	3	22	2		4	5	2	38
	M	11	123	42	5	6	2	1	190
NL	F		1	2		1	1		5
	M	4	38	32		2			76
NO	F		1				1	1	3
	M	1	6	3		2			12
PL	F		2			1	1		4
	M		32	1		1			34
PT	F		4			2	2		8
	M	1	18	9	2		1		31
SE	F		2			2	5		9
	M	1	21	3	1	2			28
SK	F		1				1		2
	M		13						13
NM	F		2						2
	M	4	7						11
Total	F	6	115	54	8	47	254	22	506
	%	7.69 %	11.87 %	6.23 %	3.85 %	42.34 %	91.04 %	68.75 %	19.89 %
	M	72	854	813	200	64	25	10	2038
	%	92.31 %	88.13 %	93.77 %	96.15 %	57.66 %	8.96 %	31.25 %	80.11 %
		78	969	867	208	111	279	32	2544

TABLE 8. Staff Members by nationality, career path and gender - 31.12.2007

	A		B		C		D		E		F		G		Grand Total	
	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F
AT					2	1	4	1	32	7	8		5		51	9
BE			2	1	10	3	45	4	32	6	20		4		113	14
BG	1		1						6	3					8	3
CH	12	4	29	20	43	14	48	7	20	3	23	1	14		189	49
CZ					2	1			2		1				5	1
DE	3		4	1	5	1	25	3	69	5	52	3	22	1	180	14
DK			1	1	8		2		6		7		1		25	1
ES	7	1	3	1	5		15	2	56	24	9		2		97	28
FI	5		1		4	4	3		8		2		2		25	4
FR	120	14	250	94	344	73	170	29	141	38	52	5	31		1108	253
GB	2		13	10	38	18	32	6	73	11	58	5	25	1	241	51
GR									16	4	4	1			20	5
HU			1	1			1		11	2					13	3
IT	6	1	7	4	18	3	28	1	106	22	47	7	15		227	38
NL			3	1	6	1	26	1	20	1	18	1	8		81	5
NO	1	1	1	1			3		6	1	1		3		15	3
PL			1	1			1		33	2	2	1	1		38	4
PT	1		4	1	4	1	5		22	4	3	2			39	8
SE	1		1	1	3	2	4	2	16	3	8	1	4		37	9
SK			1	1					12	1	2				15	2
NM									7	1	6	1			13	2
Total	159	21	323	139	492	122	412	56	694	138	323	28	137	2	2540	506

Numbers in column F show female staff members included in "All Staff" column.

Above table does not include 'Hors Cadre' (4)

TABLE 1. Staff Members by age and professional category - 31.12.2007

	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%	Total	%
71	1														1	
Total	1	1.28													1	0.04
65	1		3		1						1				6	
64	1		23		4		3		2		7		2		42	
63	2		26		14		1		3		4		3		53	
62	1		27		10		3				3		2		46	
61	1		26		8		6		6		9		2		58	
Total	6	7.69	105	10.84	37	4.27	13	6.25	11	9.91	24	8.60	9	28.13	205	8.06
60	1		19		24		5		2		9		3		63	
59	2		21		42		15		4		16		1		101	
58	1		16		30		8		3		9				67	
57	1		14		30		14		4		5		1		69	
56	1		16		23		8		1		5				54	
Total	6	7.69	86	8.88	149	17.19	50	24.04	14	12.61	44	15.77	5	15.63	354	13.92
55	1		8		27		7		1		5		1		50	
54	2		19		17		11		2		5		1		57	
53	2		15		16		3		1		5				42	
52	5		23		12		9		1		3		1		54	
51	1		16		16		2		1		8		1		45	
Total	11	14.10	81	8.36	88	10.15	32	15.38	6	5.41	26	9.32	4	12.50	248	9.75
50	1		26		14		6		1		4		1		53	
49			24		25		6		7		2		1		65	
48	2		31		20		2		5		7		3		70	
47	6		22		15		5		6		5		1		60	
46	3		31		19		2		3		5		1		64	
Total	12	15.38	134	13.83	93	10.73	21	10.10	22	19.82	23	8.24	7	21.88	312	12.26
45	1		33		19		4		1		4		1		63	
44	2		22		20		5		8		9				66	
43	4		53		25		9		4		8				103	
42			45		26		8		7		9				95	
41	1		36		26		4		3		6				76	
Total	8	10.26	189	19.50	116	13.38	30	14.42	23	20.72	36	12.90	1	3.13	403	15.84
40	6		31		28		4		2		12				83	
39	1		44		34		4		1		12				96	
38	5		34		26		6		5		9		1		86	
37	8		43		26		7		4		12				100	
36	2		28		22		5		5		10				72	
Total	22	28.21	180	18.58	136	15.69	26	12.50	17	15.32	55	19.71	1	3.13	437	17.18
35	4		27		31		5		4		8		2		81	
34	2		31		27		3		5		11				79	
33	2		35		21		7		2		9		1		77	
32	2		23		27		2		1		8		1		64	
31	1		15		16		1		1		7				41	
Total	11	14.10	131	13.52	122	14.07	18	8.65	13	11.71	43	15.41	4	12.50	342	13.44
30	1		19		26		3		1		5				55	
29			15		27		2		1		5				50	
28			17		17		5		1		10				50	
27			9		19				2		3				33	
26			2		20		1				3				26	
Total	1	1.28	62	6.40	109	12.57	11	5.29	5	4.50	26	9.32			214	8.41
25			1		8		4				1				14	
24					5								1		6	
23					3		3				1				7	
22					1										1	
Total			1	0.10	17	1.96	7	3.37			2	0.72	1	3.13	28	1.10
Grand Total	78	100	969	100	867	100	208	100	111	100	279	100	32	100	2544	100
Average Age	45.2		44.8		43.6		47.0		45.7		44.4		51.5		44.7	

TABLE 2A. Staff Members, Fellows and Paid Associates by age, professional category and type of contract - 31.12.2007

	1		2			3			4			5a		5b			5c			T o t a l			
	LD	IC	LD	FT	IC	LD	FT	IC	LD	FT	IC	LD	IC	LD	FT	IC	LD	FT	IC	LD	FT	IC	Total
>65	9		1			1														11			11
Total	9		1			1														11			11
65		1	1		3			1								1				1		6	7
64	2	1	3		21			4			3				7				2	5		40	45
63	2	2	1		26	2		14			1		3		4		1		2	6		52	58
62	4	1			27			10	1		2			2		1			2	7		43	50
61	2	1	1		26			8	1	1	4		6			9			2	4	1	56	61
Total	10	6	6		103	2		37	2	1	10		11	2		22	1		8	23	1	197	221
60	3		2		18			24		1	4		2	1		8			3	6	1	59	66
59	3	2	3		21	2	1	40		1	14		4	1		15			1	9	2	97	108
58	2	1	2		15	1	3	26	2	3	3	1	2	3		6				11	6	53	70
57	2		5		14	2	2	27		4	10	2	2	1		4			1	12	6	58	76
56	5	1	3		15	1	2	21			8		1			5				9	2	51	62
Total	15	4	15		83	6	8	138	2	9	39	3	11	6		38			5	47	17	318	382
55	1	1	3		8	3	3	22	2	1	4	1			1	4			1	10	5	40	55
54	4	2	6		17		3	14	3	2	6		2			5			1	13	5	47	65
53	1	2	3		14	3	3	10	1	1	1		1	1		4				9	4	32	45
52	2	4	4		23			12	3	1	5		1	1		2			1	10	1	48	59
51	2	1	5		16	5		12			2		1	1		7			1	13		40	53
Total	10	10	21		78	11	9	70	9	5	18	1	5	3	1	22			4	55	15	207	277
50	3	1	4		25	4	3	9	1	1	4		1	1	1	2			1	13	5	43	61
49	3		7		22	4	1	21	1	1	4		7			2			1	15	2	57	74
48	8	1	4		28	3		17	1		1		5	1		6	1	1	1	18	1	59	78
47	4	5	4		20	4	1	10	1	2	2	1	5	3		2	1			18	3	44	65
46	4	3	5		30	3	2	14	1		1	1	2	2	1	2	1			17	3	52	72
Total	22	10	24		125	18	7	71	5	4	12	2	20	7	2	14	3	1	3	81	14	255	350
45	3	1	9		27	1	1	17	1	3			1	1		3			1	15	4	50	69
44	5	2	7		20	5	2	14	4	1		3	5	3		6				27	3	47	77
43	7	4	8	2	45	7	2	17	3	3	3	1	3	2	2	4				28	9	76	113
42	4		9	1	36	8	4	15	3	3	2	1	6	6	2	1				31	10	60	101
41	4		8	2	27	9	1	17	2	1	1	1	2	2		4				26	4	51	81
Total	23	7	41	5	155	30	10	80	13	11	6	6	17	14	4	18			1	127	30	284	441
40	8	2	8	1	24	9	2	18	3	1			2	5	1	6				33	5	52	90
39	4	1	13	2	33	9	2	24	2	1	1		1	7	3	2				35	8	62	105
38	7	1	15	1	24	9	1	17	3	2	1	2	3	4	3	3		1		40	8	49	97
37	7	2	24	1	22	7	2	19	4	3		2	2	6		6				50	6	51	107
36	7		22	1	9	8	1	14	5			3	2	4	1	5				49	3	30	82
Total	33	6	82	6	112	42	8	92	17	7	2	7	10	26	8	22			1	207	30	244	481
35	13		27		13	16	2	14	3		2	2	2	2	1	5	2			65	3	36	104
34	10		32	3	12	18	1	9	3			5		8	1	2				76	5	23	104
33	18		51		9	10	1	10	6	1		1	1	9			1			96	2	20	118
32	21		40		6	21		8	2			2		8			1			95		14	109
31	11		42			13		3	1			3		7						77		3	80
Total	73		192	3	40	78	4	44	15	1	2	13	3	34	2	7	4			409	10	96	515
30	12		52			21	2	3	3			5		5						98	2	3	103
29	6		48		1	22	3	2	2			1		4		1				83	3	4	90
28	9		51			18	1		5			1		11		1				95	1	1	97
27	7		48			19		1				2		3						79		1	80
26	3		32			20			1					3						59			59
Total	37		231		1	100	6	6	11			9		26		2				414	6	9	429
25	1		33			8			4					1						47			47
24			12			5											1			18			18
23	1		9			3			3					1						17			17
22	1					1														2			2
Total	3		54			17			7					2			1			84			84
Grand Total	235	43	667	14	697	305	52	538	81	38	89	41	77	120	17	145	9	2	21	1458	123	1610	3191
Avg. Age	40.2	49.9	33.8	38.6	48.3	34.9	44.8	48.5	38.8	47.8	54.2	37.2	48.8	37.0	41.0	50.6	40.3	43.0	57.1	35.7	44.5	49.1	42.8

TABLE 2B. Unpaid Associates and Users by age and professional category - 31.12.2007

	1	2	3	4	5a	5b	Total
>65	391	49	16				456
Total	391	49	16				456
65	75	4	6				85
64	71	14	9		1		95
63	88	18	8		3		117
62	75	5	6	1	1		88
61	78	19	21				118
Total	387	60	50	1	5		503
60	90	25	20				135
59	94	25	25		2	2	148
58	88	17	19		1		125
57	86	18	20	1	1		126
56	106	16	25		2		149
Total	464	101	109	1	6	2	683
55	96	24	14	1	1	1	137
54	87	21	20				128
53	102	29	23	1	2		157
52	102	31	33	1			167
51	99	27	27				153
Total	486	132	117	3	3	1	742
50	101	25	29		1	1	157
49	122	15	33				170
48	119	21	17		1		158
47	133	31	26		1		191
46	133	24	27		1		185
Total	608	116	132		4	1	861
45	123	21	32		2		178
44	121	34	31	1	2		189
43	140	32	22		2		196
42	129	22	23		1		175
41	136	25	17				178
Total	649	134	125	1	7		916
40	126	42	29	1	1		199
39	152	21	22		3		198
38	138	30	26				194
37	144	30	21		1		196
36	140	31	17		2		190
Total	700	154	115	1	7		977
35	153	26	24				203
34	154	25	22		1		202
33	176	20	14		1		211
32	181	25	11		2		219
31	193	23	13				229
Total	857	119	84		4		1064
30	223	30	18		2		273
29	217	23	13		3		256
28	231	27	18		4		280
27	248	23	20		2		293
26	239	18	14		2		273
Total	1158	121	83		13		1375
25	252	26	10				288
24	229	14	8		2		253
23	134	6	9		1		150
22	49	8	6				63
21	21	2	3			1	27
20	5	1	1				7
19	1					1	2
18			2				2
Total	691	57	39		3	2	792
Grand Total	6391	1043	870	7	52	6	8369
Avg. Age	41.5	44.0	44.7	51.9	41.4	43.8	42.1

TABLE 3. Staff Members by salary band and age - 31.12.2007

	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55	56	57	58	59	60	61	62	63	64	>=65	Total	%
Ab	4	12	16	24	15	11	11	1		2	4	1		2	1	1			105	4.13
Ac			2	3	5	3	4			2	1	2	2	2					26	1.02
Ae						1	4	3	2	3		1			1		1		16	0.63
Ba	2	24	34	31	31	15	15	4	1	3	3	1	2		2				168	6.60
Bb		1	6	16	11	7	4	2	1	1	2	2	1						54	2.12
Bc				7	6	10	16	3	2	3	1	8	2	3			2		63	2.48
Be						1	1	2	4	5	5	7	4	2	1	3	2		37	1.45
Ca	7	60	27	7	1	2		1											105	4.13
Cb		7	49	61	20	6	3	1											147	5.78
Cc				13	39	41	30	9	11	8	11	12	9	6	1	4	3		197	7.74
Ce							1	1	2	4	4	6	6	3	3	5	2	1	38	1.49
Da	1	21	25	10	2														59	2.32
Db			16	37	45	12	5	2	1										118	4.64
Dc				11	24	36	37	9	9	16	13	23	8	5	2	4	3	1	201	7.90
De								1	3	3	9	5	1	3	5	1			31	1.22
Ea		43	41	9															93	3.66
Eb		5	96	126	36	10	3												276	10.85
Ec			3	76	118	62	21	3	5	4	2	4	3	4	5	4	3	1	318	12.50
Ee								1		1			1				3		6	0.24
Fa			1	1	44	22	3			1									72	2.83
Fb				3	24	57	36	1	5	5	5	8	7	7	12	4	9		183	7.19
Fc					2	18	22	2	4	2	4	3	1	3	1	2			64	2.52
Ga						6	23	2	2	4	6	9	6	10	7	7	7	1	90	3.54
Gb							8	1	1		3	3	3	5	1	7	2	2	36	1.42
Ge														1		5			6	0.24
Gf										2				2			1		5	0.20
Total	14	173	316	435	423	320	247	48	51	69	67	99	60	56	40	51	39	6	2514	98.82
%	0.55	6.80	12.42	17.10	16.63	12.58	9.71	1.89	2.00	2.71	2.63	3.89	2.36	2.20	1.57	2.00	1.53	0.24	98.82	

Above table does not include 'Hors Cadre' (4)

Personal salary positions

	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55	56	57	58	59	60	61	62	63	64	>=65	Total	%
Ap							2	1	1			1	1	1	3		2		12	0.47
Bp							1												1	0.04
Cp						2		1	1				1						5	0.20
Dp							1					1			1				3	0.12
Ep									1										1	0.04
Fp													1			2	1		4	0.16
Total							4	1	1			2	2	1	4	2	3		26	0.79
%							0.16	0.04	0.04			0.08	0.08	0.04	0.16	0.08	0.12		0.79	
Grand Total	14	173	316	435	423	322	251	50	54	69	67	101	63	58	46	53	42	7	2544	100
%	0.55	6.80	12.42	17.10	16.63	12.66	9.87	1.97	2.12	2.71	2.63	3.97	2.48	2.28	1.81	2.08	1.65	0.28	100	

TABLE 4. Average age by status, type of contract and professional category - 31.12.2007

		1	2	3	4	5a	5b	5c	Total	
Staff	LD	39.46	35.38	33.99	38.78	38.62	37.16	40.33	35.87	
	FT		38.64	44.79	47.82		41.00	43.00	44.47	
	IC	49.88	48.34	48.46	54.21	48.82	50.64	57.14	49.09	44.65
Fellows	LD	31.49	29.84	27.50		30.33			30.34	
Paid Assoc.	LD	47.05	35.18	45.27		32.00	31.33		39.50	
		1	2	3	4	5a	5b	Total		
Unpaid Assoc. + Users	LD	41.45	43.99	44.72	51.86	41.37	43.83	42.12		

TABLE 5. Fellows and Associates by age group - 31.12.2007

	Fellows	%	Paid Assoc.	%	Total	%	Unp. Assoc. + Users	%	
66-86			10	2.70	10	1.55	456	5.45	66-86
61-65			16	4.31	16	2.47	503	6.01	61-65
56-60			28	7.55	28	4.33	683	8.16	56-60
51-55			29	7.82	29	4.48	742	8.87	51-55
46-50			38	10.24	38	5.87	861	10.29	46-50
41-45			38	10.24	38	5.87	916	10.95	41-45
36-40	9	3.26	35	9.43	44	6.80	977	11.67	36-40
31-35	124	44.93	49	13.21	173	26.74	1064	12.71	31-35
26-30	126	45.65	89	23.99	215	33.23	1375	16.43	26-30
18-25	17	6.16	39	10.51	56	8.66	792	9.46	18-25
Total	276	100	371	100	647	100	8369	100	Total

GRAPH 1. Fellows and Associates by age group - 31.12.2007

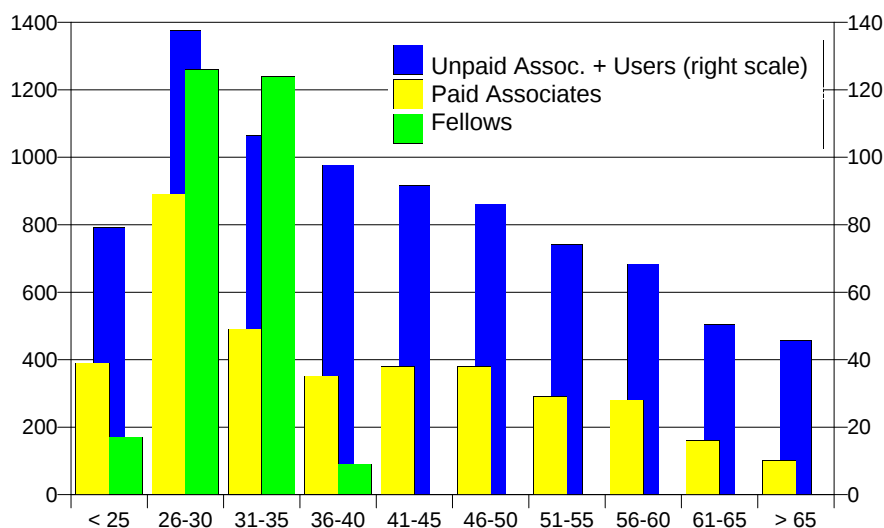
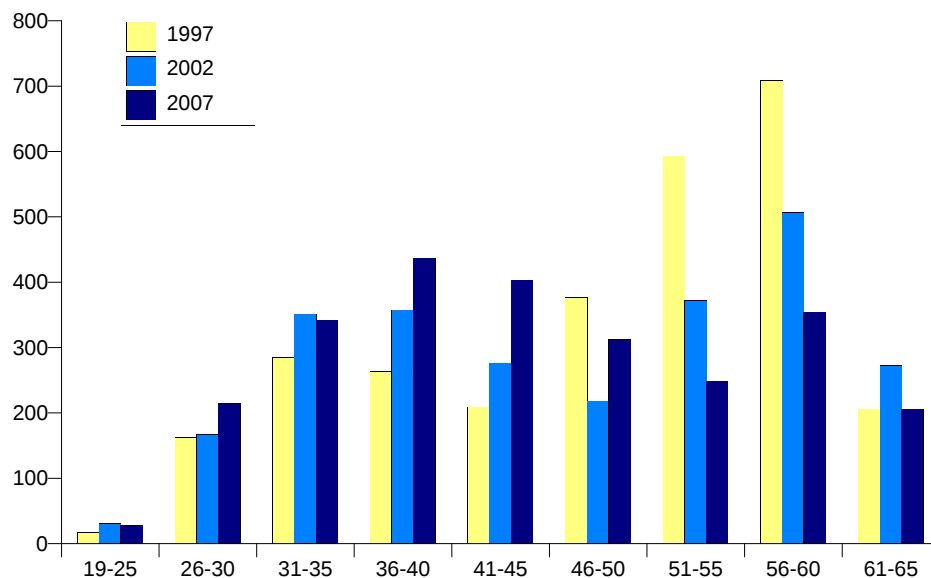


TABLE 6. Evolution in the Number of Staff Members by Age Range over the last 10 years

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
19-25	17	27	28	27	29	31	41	55	63	50	28
26-30	162	201	192	193	179	167	161	189	204	214	214
31-35	285	315	345	331	352	351	344	380	384	380	342
36-40	263	281	287	310	349	357	383	435	436	451	437
41-45	209	213	223	253	259	276	291	306	348	393	403
46-50	376	320	259	235	229	218	232	252	289	298	312
51-55	593	547	522	452	417	372	333	295	268	258	248
56-60	708	651	645	632	562	506	480	469	422	399	354
61-65	206	199	234	269	287	272	242	233	221	202	206
Total	2819	2754	2735	2702	2663	2550	2507	2614	2635	2645	2544

GRAPH 2. Evolution in the Number of Staff Members by Age Range over the last 10 years



GRAPH 3. Evolution in the Average Age of Staff Members over the last 10 years

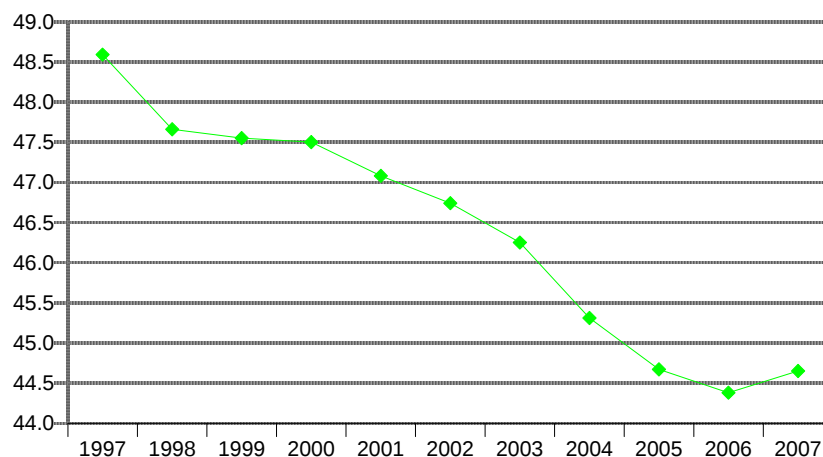


TABLE 7. Average age of Staff Members by professional category, gender and salary band - 31.12.2007

	1		2		3		4		5a		5b		5c		Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Average
Ab							56.75	39.81			32.00		41.70		40.56
Ac							44.00	47.24					61.00	54.33	48.46
Ae								55.45					64.00	55.75	56.06
Ap								58.75					62.33	54.00	59.25
Ba					49.00	42.22		47.45			36.78	39.60	32.00		39.62
Bb					36.50	45.17		46.17			37.54	47.50	48.00		43.26
Bc					46.67	47.91	55.00	51.93			50.50		55.00	54.50	51.08
Be						56.50		58.04			59.63		63.00		58.49
Bp								52.00							52.00
Ca					27.67	28.83					35.75				29.55
Cb					36.33	35.96					38.38	33.00			36.36
Cc					50.83	49.85					51.06	54.82			50.46
Ce					59.50	59.50					60.42				59.79
Cp						52.00					60.00				53.60
Da					29.63	31.08					34.00				30.98
Db					37.44	40.35					42.69	43.00			40.43
Dc					48.67	52.08					55.60	57.75			52.35
De					57.00	60.00					60.50				59.94
Dp						58.33									58.33
Ea			29.71	30.25					32.50	30.00					30.33
Eb	35.33	35.96	35.34	36.34					39.94	37.43					36.39
Ec	37.00	39.71	41.27	44.93					48.00	45.18					44.54
Ee			55.00	61.80											60.67
Ep				56.00											56.00
Fa		45.00	41.50	44.43					43.00	41.67					44.04
Fb	45.00	46.70	52.25	52.13					46.00	54.21					51.85
Fc		47.25	50.80	53.15					48.50	55.67					52.69
Fp				62.50											62.50
Ga		54.55	61.00	57.97					52.00	57.71					57.50
Gb		59.25		58.85						59.50					58.97
Gf		57.00		62.00						57.00					60.00
Total Avg.	38.83	44.91	39.46	45.32	39.83	43.87	54.50	46.74	42.53	48.02	43.87	49.84	50.00	54.90	44.58

Above table does not include 'Hors Cadre' (4)

TABLE 1. Staff Members as at 31.12.2007 by professional category and years of service completed in 2007

		1	2	3	4	5a	5b	5c	Total	%
1966	41		2	3			2		7	0.28
1967	40		1		2				3	0.12
1968	39		4	2		1			7	0.28
1969	38		8	2			5	1	16	0.63
1970	37		15	4			5		24	0.94
1971	36		8	11	1	2	2		24	0.94
1972	35		14	21	14	2	9		60	2.36
1973	34		20	44	9	1	11	4	89	3.50
1974	33	1	35	36	5	3	13	4	97	3.81
1975	32		21	23	4	2	5		55	2.16
1976	31			1					1	0.04
1977	30	1	8	3	1		1		14	0.55
1978	29		15	26	5	2	8		56	2.20
1979	28		4	6			2		12	0.47
1980	27	2	10	31	21		13	7	84	3.30
1981	26	1	4	10	7	2	3		27	1.06
1982	25		12	6	1	1	2	2	24	0.94
1983	24	2	23	14	3	3	6		51	2.00
1984	23	2	29	23	3		4	1	62	2.44
1985	22	1	13	12	1	5	2		34	1.34
1986	21	1	9	10	1	2	1		24	0.94
1987	20	2	19	6	1		2		30	1.18
1988	19		26	9		1			36	1.42
1989	18		12	4	1	2	3		22	0.86
1990	17	2	9	6		2	2		21	0.83
1991	16	5	13	2		2	4		26	1.02
1992	15	2	38	27	2	5	5	1	80	3.14
1993	14	2	11	13	1	4	2		33	1.30
1994	13	1	44	16	1	4			66	2.59
1995	12	3	27	16	1	6	1		54	2.12
1996	11	2	30	14	1	5	1		53	2.08
1997	10	1	36	21		3	4	1	66	2.59
1998	9	1	60	36	1	5	9		112	4.40
1999	8	2	40	25	1	3	4		75	2.95
2000	7	2	40	27		5	2		76	2.99
2001	6	2	49	39	1	3	8		102	4.01
2002	5	4	42	17	3	5	13		84	3.30
2003	4	3	25	51	30	9	7		125	4.91
2004	3	7	51	86	40	6	73	7	270	10.61
2005	2	9	51	80	27	6	21	4	198	7.78
2006	1	9	61	57	11	8	21		167	6.56
2007	0	8	30	27	8	1	3		77	3.03
Total		78	969	867	208	111	279	32	2544	100
Avg. Years of Service		9.03	13.83	14.03	13.46	12.78	13.67	19.44	13.73	

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

TABLE 2. Staff Members as at 31.12.2007 by career path and years of service completed in 2007

		A	B	C	D	E	F	G	Total	%
1966	41		1	2	2		2		7	0.28
1967	40		2				1		3	0.12
1968	39			1	1	1	3	1	7	0.28
1969	38	1	1	2	4	4	2	2	16	0.63
1970	37			4	5	5	5	5	24	0.94
1971	36		1	6	7		5	4	23	0.91
1972	35	6	9	13	16	2	4	10	60	2.36
1973	34	3	14	23	28	4	8	9	89	3.50
1974	33	1	13	21	23	8	13	17	96	3.78
1975	32		5	12	15	7	6	10	55	2.17
1976	31				1				1	0.04
1977	30		1		4	3	3	3	14	0.55
1978	29	1	5	14	19	2	11	4	56	2.20
1979	28		1	3	4		3	1	12	0.47
1980	27	20	16	24	12	2	6	4	84	3.31
1981	26		8	6	6	1	5		26	1.02
1982	25	2	2	2	5	5	6	2	24	0.94
1983	24	2	3	9	9	8	12	8	51	2.01
1984	23	2	2	8	19	11	12	8	62	2.44
1985	22		1	7	7	4	10	5	34	1.34
1986	21	1		4	7	2	6	4	24	0.94
1987	20	1		5	3	4	12	5	30	1.18
1988	19			3	6	4	20	3	36	1.42
1989	18		2	2	4	3	4	7	22	0.87
1990	17			4	4	2	8	3	21	0.83
1991	16			5	1	5	12	3	26	1.02
1992	15	1	6	9	19	20	22	3	80	3.15
1993	14		1	4	11	8	7	2	33	1.30
1994	13		1	3	13	21	27	1	66	2.60
1995	12		1	4	13	17	18	1	54	2.13
1996	11		4	9	3	20	15	2	53	2.09
1997	10		1	15	10	29	11		66	2.60
1998	9	1	9	14	22	49	17		112	4.41
1999	8	1	2	13	14	35	8	2	75	2.95
2000	7			21	8	45	1	1	76	2.99
2001	6		7	23	18	43	9	2	102	4.02
2002	5	3	8	17	5	46	4	1	84	3.31
2003	4	25	32	20	11	35	1	1	125	4.92
2004	3	42	95	55	14	61		2	269	10.59
2005	2	26	33	53	20	64	2		198	7.80
2006	1	11	31	32	15	76	1	1	167	6.57
2007	0	9	5	20	4	38	1		77	3.03
Total		159	323	492	412	694	323	137	2540	100
Avg. Years of Service		9.26	10.89	13.63	18.69	8.32	19.06	25.52	13.71	

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

Above table does not include 'Hors Cadre' (4)

TABLE 3. Staff Members as at 31.12.2007 by nationality and years of service completed in 2007

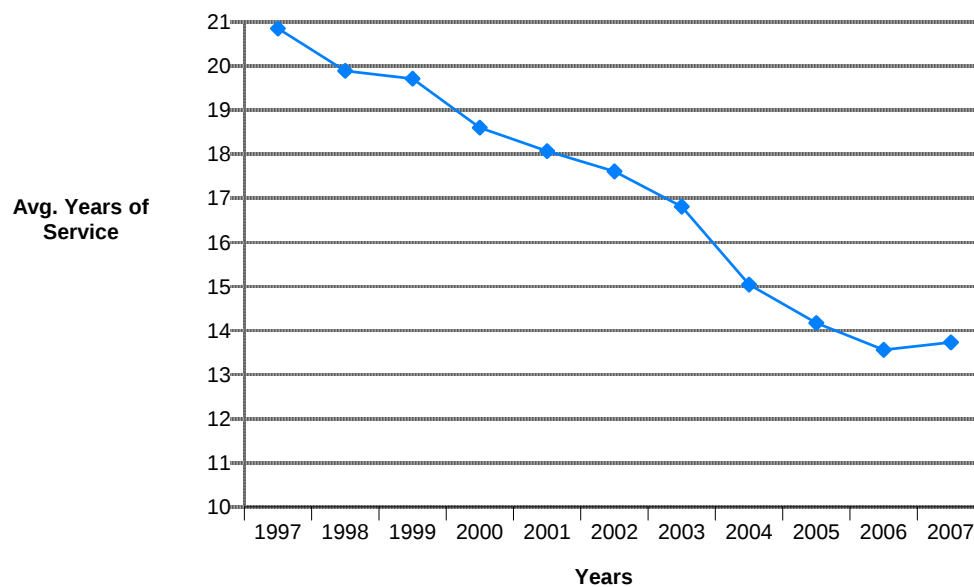
	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total	%
41				1						3	1			2								7	0.28
40				2										1								3	0.12
39				2						3	1				1							7	0.28
38	1			1						8	5			1								16	0.63
37	2			6						11	4			1								24	0.94
36		1		2						11	7			3								24	0.94
35	1	3		9			1			30	7			2	3	2			2			60	2.36
34	2	4		5		2				55	13			2	3	1			2			89	3.50
33	1	3		12		3	1		1	57	10			2	2	1			4			97	3.81
32	3	1		3		1				31	8			3	4	1						55	2.16
31				1																		1	0.04
30				2		1		1		7	1			2								14	0.55
29	1	2		9		3	1			29	4			4				1	2			56	2.20
28				1			1			8				2								12	0.47
27	1	1		11		1				58	4			4	3	1						84	3.30
26				2						15	4			3	3							27	1.06
25		1		3		2				12	2			2		1			1			24	0.94
24	1	10		4		3	1	1		12	10			5	3				1			51	2.00
23		3		7		6	1	3		17	10			10	3				2			62	2.44
22		5		3		1	3	1		14	4			2	1							34	1.34
21	1	1		1		1	1	2		11	3				2				1			24	0.94
20		4				4		1		10	6	1		4								30	1.18
19		4		3		4		3		10	3	2		2	3				2			36	1.42
18		3		3		3	1			6	2			2	1				1			22	0.86
17		1				3		1		9				3	3			1				21	0.83
16				1		4		4	1	7	3	1		3	1	1						26	1.02
15	1	10		3		7	1	6	1	23	9	1		7	5	2	1	2	1			80	3.14
14	1	6		2		4		1		8	3			2	3		1	1		1		33	1.30
13		5		4	2	8		4	3	7	7	1	1	14	4	1	3	1	1			66	2.59
12		5		3		9		1	1	14	4	1		9	2			2	2	1		54	2.12
11				2		10	1		2	17	6			7	3	1	1	3				53	2.08
10	3	3		1		9	2	3		20	4		1	9	5			1	2	2	1	66	2.59
9	4	10		5		15		8	2	27	9			19	3		3	3		2	2	112	4.40
8	3	5		3		12	1	9		22	10	1	1	4	1			2	1			75	2.95
7	4	1	1	3		4		1	4	31	5	1		13	3		2	1	2			76	2.99
6	3	8		1		12	1	6		33	12	2		13	1		3	2		1	4	102	4.01
5	1	2	2	3	1	11		2	1	27	11	2		10	3		1	3	1	2	1	84	3.30
4	2	4		7		2	3	7	1	72	7		2	7	3		1	4	3			125	4.91
3	4		2	19		10	1	6	3	168	20	2	2	14	2	1	7	4	3	2		270	10.61
2	4	3	1	21	1	11	2	13		101	12	2	3	11	5		3	2	2	1		198	7.78
1	6	3	2	15	1	9		9	4	74	9	1	2	16	2	1	7	4	1		1	167	6.56
0	1	1		3		5	2	4	1	31	3	2	1	8		1	5	2		3	4	77	3.03
	51	113	8	189	5	180	25	97	25	1109	243	20	13	228	81	15	38	39	37	15	13	2544	100
Avg. Years	12.73	15.88	3.38	17.08	6.80	11.11	14.24	8.46	8.20	14.24	16.87	8.10	4.08	12.46	16.41	19.67	4.76	7.26	16.89	5.87	4.46	13.73	

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

TABLE 4. Evolution of Average Number of Years of Service Completed in the past 10 years

Year	Avg. Years of Service
1997	20.85
1998	19.89
1999	19.71
2000	18.60
2001	18.07
2002	17.61
2003	16.81
2004	15.04
2005	14.17
2006	13.56
2007	13.73

GRAPH 1. Evolution of Average Number of Years of Service Completed in the past 10 years



Staff Members

TABLE 1. Applications received, number of candidates invited/appeared for selection boards and appointments during 2007 by nationality and gender

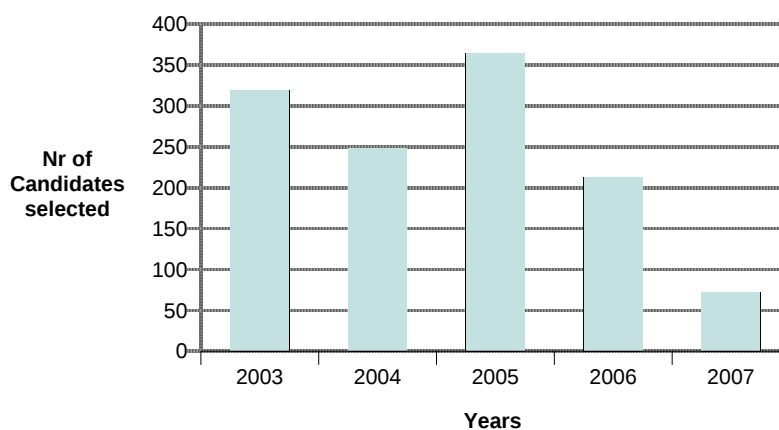
Nationality	Number of candidates			Invited			Appeared			Selected			Success rate
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
AT	1	12	13	1	2	3	1	2	3	1	1	2	15.38 %
BE	7	34	41		4	4		1	1		1	1	2.44 %
BG	5	16	21	2	1	3	1	1	2				
CH	32	103	135	4	12	16	3	9	12	1	3	4	2.96 %
CZ	3	14	17		2	2		1	1				
DE	7	56	63	1	15	16	1	12	13		5	5	7.94 %
DK	1	9	10		1	1		1	1		1	1	10.00 %
ES	17	111	128	7	21	28	6	15	21		3	3	2.34 %
FI	9	34	43	1	2	3	1	2	3				
FR	178	643	821	26	91	117	22	80	102	5	18	23	2.80 %
GB	18	79	97	4	12	16	4	11	15	1	2	3	3.09 %
GR	12	27	39	3	1	4	3	1	4	1		1	2.56 %
HU	3	23	26		4	4		3	3		1	1	3.85 %
IT	52	188	240	5	22	27	4	20	24	3	5	8	3.33 %
NL	5	16	21		3	3		3	3		1	1	4.76 %
NO	1	13	14	1	3	4	1	3	4		1	1	7.14 %
PL	11	73	84	2	11	13	2	8	10	1	5	6	7.14 %
PT	19	54	73	1	11	12	1	11	12		3	3	4.11 %
SE	2	16	18	1	3	4	1	2	3				
SK	3	8	11	1	2	3	1	1	2	1	2	3	27.27 %
NM	17	62	79		4	4		3	3		6	6	7.59 %
Total	403	1591	1994	60	227	287	52	190	242	14	58	72	3.61 %

TABLE 2. Staff recruitment activity during 2007

Vacancies published in 2007	60
Vacancies published and filled in 2007	44
Vacancies published in 2007 and open as at 31.12.2007	16

TABLE 3. Number of candidates selected over the past 5 years

Year	Candidates selected
2003	319
2004	248
2005	364
2006	212
2007	72

GRAPH 1. Number of candidates selected over the past 5 years**TABLE 4. Staff recruited (arrivals) during 2007 by career path and nationality**

	AT	BE	CH	DE	DK	ES	FR	GB	GR	HU	IT	PL	PT	SK	FI	NO	NM	Total
A			1				6	1							1			9
B							4							1				5
C		1			1		17				1							20
D			1	1			1					1						4
E	1		1	4	1	4	3	2	2	1	7	4	2	2		1	3	38
F																	1	1
Total	1	1	3	5	2	4	31	3	2	1	8	5	2	3	1	1	4	77

TABLE 5. Staff recruited (arrivals) during 2007 by professional category, gender and previous status

		1	2	3	4	5A	5B	Total
Fellows	F	1	3					4
	M	3	11					14
Total		4	14					18
Other Members of Personnel	F		1				1	2
	M		9	1				10
Total			10	1			1	12
No previous status	F					1	2	3
	M	4	6	26	8			44
Total		4	6	26	8	1	2	47
Grand Total	F	1	4			1	3	9
	M	7	26	27	8			68
		8	30	27	8	1	3	77

TABLE 6. Percentage of staff recruited in-house over the past 5 years

Year	in-house recruited
2003	19.21 %
2004	15.51 %
2005	19.62 %
2006	35.59 %
2007	38.96 %

GRAPH 2. Percentage of staff recruited in-house over the past 5 years

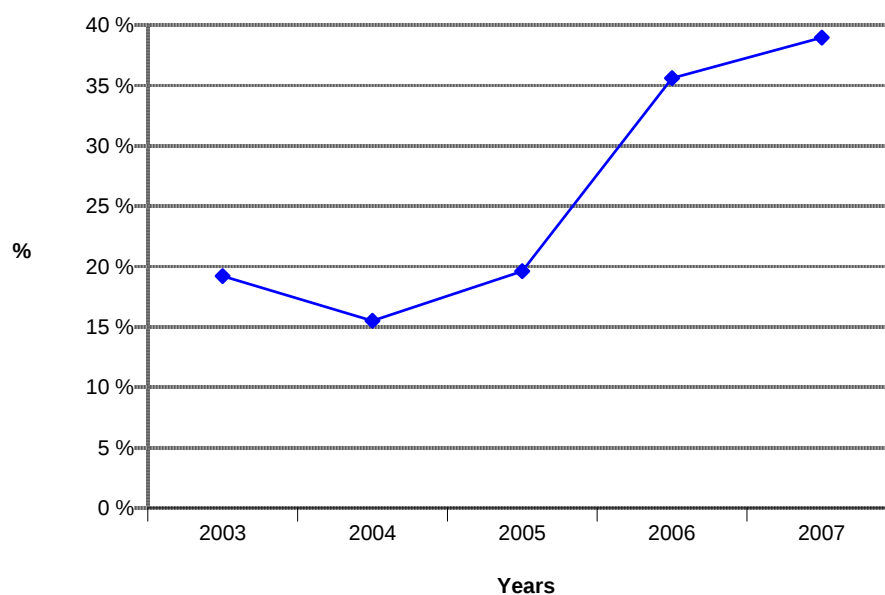


TABLE 7. Staff recruited (arrivals) during 2007 by professional category

1	2	3	4	5A	5B	Total
8	30	27	8	1	3	77

Staff on LD contracts granted an IC contract with starting date in 2007

2	3	5a	5b	Total
17	27	2	3	49

TABLE 8. Staff recruited (arrivals) during 2007 by career path, gender and nationality

		AT	BE	CH	DE	DK	ES	FR	GB	GR	HU	IT	PL	PT	SK	FI	NO	NM	Total
A	F							1											1
	M			1				5	1							1			8
	Total			1				6	1							1			9
B	F														1				1
	M							4											4
	Total							4							1				5
C	F											1							1
	M		1			1		17											19
	Total		1			1		17				1							20
D	M			1	1			1					1						4
	Total			1	1			1					1						4
E	F	1					1	2				2							6
	M			1	4	1	3	1	2	2	1	5	4	2	2		1	3	32
	Total	1		1	4	1	4	3	2	2	1	7	4	2	2		1	3	38
F	M																	1	1
	Total																	1	1
Grand Total	F	1					1	3				3			1				9
	M		1	3	5	2	3	28	3	2	1	5	5	2	2	1	1	4	68
		1	1	3	5	2	4	31	3	2	1	8	5	2	3	1	1	4	77

Fellows

TABLE 9A. Candidates Applied and Selected during 2007 by nationality
(supporting national delegation where appropriate) and gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total
Candidates	F	1		5	7		5	1	14	2	17	7	2	4	22	1	1	7	5	4	1	37	143
	M	10	8	8	14	8	50	1	43	4	44	23	14	6	90	10	3	24	18	5	3	183	569
Total		11	8	13	21	8	55	2	57	6	61	30	16	10	112	11	4	31	23	9	4	220	712
Selected	F				1		1	1	3	1	2	4			7			2		1		1	24
	M	4	1		3	3	12	1	11	1	7	3	1		22	3	1	5	6	1	1	9	95
Total		4	1		4	3	13	2	14	2	9	7	1		29	3	1	7	6	2	1	10	119

TABLE 9B. Candidates Applied and Selected by passport nationality during 2007

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total
Candidates	11	9	13	12	8	50	2	57	6	57	26	18	10	119	9	5	31	24	10	4	231	712
Selected	4	1		3	3	13	2	14	2	9	7	1		30	2	1	7	6	2	1	11	119

Students

TABLE 10. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2007 by nationality (supporting national delegation where appropriate) and gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total
Candidates Applied	F	2		3	2	1	11	1	13	1	10	2	3	3	7		1	10	2	6		5	83
	M	11	4	2	6	3	54	2	39	6	64	27	10	6	50	16	22	15	18	12	1	23	391
Total		13	4	5	8	4	65	3	52	7	74	29	13	9	57	16	23	25	20	18	1	28	474
Selected	F			1	1		8		4		2	1	1	1	2		1	6		5			33
	M	7	1	1	2	2	32		10	1	13	4	3	2	17	4	10	8	6	2			125
Total		7	1	2	3	2	40		14	1	15	5	4	3	19	4	11	14	6	7			158

TABLE 11. Candidates Applied and Selected for the Summer Student Programme during 2007 by nationality (supporting national delegation where appropriate) and gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NM	Total
Candidates Applied	F	5	2	5	2	1	25	5	33	4	20	37	15	1	23	4	7	21	2	7	1	39	259
	M	14	16	7	14	13	88	10	111	12	107	105	29	17	67	15	8	54	18	35	7	117	864
Total		19	18	12	16	14	113	15	144	16	127	142	44	18	90	19	15	75	20	42	8	156	1123
Selected	F	1	1	1	1		4	2	5	1	4	3	1	1	4	1	2	1		3		8	44
	M	2	2	2	2	4	15	4	5	2	12	14	2	1	8	3	1	3	4	4	2	22	114
Total		3	3	3	3	4	19	6	10	3	16	17	3	2	12	4	3	4	4	7	2	30	158

TABLE 1. Quarterly movements of Staff Members in 2007

	Arrivals	Departures	Status changes *		Strength at end of period	
			to Staff	from Staff		
31.12. (previous year)		21		0	2645	2)
1st quarter	23	49	8	3	2603	
2nd quarter	4	45	11	1	2572	
3rd quarter	9	38	4	3	2544	
4th quarter	11	18	7		2544	2)
31.12. (current year)		33		4		
Total	47	183	30	11		

* Status changes are changes to Staff Member from another status and vice versa.

2) Departures on the 31st December are not deducted from end year strength.

3) Average strength 2007 = (Strength end 2006 + Strength end 2007) / 2 = 2595

4) Departures (183) + changes of status (11) = 194 labour turnover = 7.48 % of average strength

5) Arrivals (47) + changes of status (30) = 77 2.97 % of average strength

TABLE 2. Arrivals of Staff Members by department in 2007

	Arrivals from outside	Status change	Total
AB	6	8	14
DG	1		1
DSU	1	1	2
FI	1		1
IT	11	10	21
PH	5	9	14
SC	8		8
TS	14	2	16
Total	47	30	77

TABLE 3. Internal movements of Staff Members by department in 2007

from Department	to Department											Total	% of Total Staff
	AB	AT	DG	DSU	FI	HR	IT	LHC	PH	SC	TS		
AB											4	4	0.70
AT	3								2	2		7	2.57
DG													
DSU													
FI			6									6	6.90
HR	2						1					3	3.75
IT			1			1						2	0.68
LHC	1											1	20.00
PH						2				3		5	0.96
SC	1								2		7	10	6.85
TS	1									4		5	1.12
Total	8		7			3	1		4	9	11	43	1.69

TABLE 4. Arrivals of Staff Members by salary band, gender and professional category in 2007

		1	2	3	4	5A	5B	Total	%
Ab	F						1	1	1.30
	M				8			8	10.39
Total					8		1	9	11.69
Ba	F						1	1	1.30
	M			4				4	5.19
Total				4			1	5	6.49
Ca	M			14				14	18.18
Total				14				14	18.18
Cb	M			5				5	6.49
Total				5				5	6.49
Cc	F						1	1	1.30
Total							1	1	1.30
Da	M			4				4	5.19
Total				4				4	5.19
Ea	F		3			1		4	5.19
	M		13					13	16.88
Total			16			1		17	22.08
Eb	F	1	1					2	2.60
	M	4	9					13	16.88
Total		5	10					15	19.48
Ec	M	2	4					6	7.79
Total		2	4					6	7.79
Fb	M	1						1	1.30
Total		1						1	1.30
Grand Total	F	1	4			1	3	9	11.69
	M	7	26	27	8			68	88.31
	F + M	8	30	27	8	1	3	77	100

TABLE 5. Arrivals of Staff Members by salary band and step in 2007

	f1	f2	l1	00	01	02	03	04	05	06	07	09	10	12	Total
Ab			1	2	2	3	1								9
Ba	1			2	2										5
Ca	1	1		2	3	2	3	2							14
Cb					1	1	1	1					1		5
Cc										1					1
Da	1			2		1									4
Ea						4	4	2	4	1	1	1			17
Eb				5	2	3		3	1		1				15
Ec				3	1	1								1	6
Fb											1				1
Total	3	1	1	16	11	15	9	8	5	2	3	1	1	1	77

TABLE 6. Arrivals of Staff Members by salary band, step and gender in 2007

		Ab	Ba	Ca	Cb	Cc	Da	Ea	Eb	Ec	Fb	Total
f1	M		1	1			1					3
f2	M			1								1
l1	F	1										1
00	F		1						2			3
	M	2	1	2			2		3	3		13
01	M	2	2	3	1				2	1		11
02	F							2				2
	M	3		2	1		1	2	3	1		13
03	M	1		3	1			4				9
04	F							1				1
	M			2	1			1	3			7
05	M							4	1			5
06	F					1		1				2
07	M							1	1		1	3
09	M							1				1
10	M				1							1
12	M									1		1
Total	F	1	1			1		4	2			9
	M	8	4	14	5		4	13	13	6	1	68
		9	5	14	5	1	4	17	15	6	1	77

TABLE 7. Arrivals of Staff Members by age group, professional category and type of contract in 2007

		20-25	26-30	31-35	36-40	41-45	46-50	51-55	Total
1	LD			4	2	1			7
	IC					1			1
2	LD	1	12	11	2	3	1		30
3	LD	7	11	4	2	2		1	27
4	LD	1	2	2	2	1			8
5A	LD		1						1
5B	LD		1	1		1			3
Total		9	27	22	8	9	1	1	77

TABLE 8. Arrivals of Staff Members by type of previous employer, gender and professional category (arrivals from outside only) in 2007

		1	2	3	4	5A	5B	Total	%
Beginning of Career	M			2				2	
	Total			2				2	4.26
Government	M				5			5	
	Total				5			5	10.64
Industry	F					1	2	3	
	M		4	22	2			28	
	Total		4	22	2	1	2	31	65.96
International Organization	M				1			1	
	Total				1			1	2.13
Research Institute	M	1	2					3	
	Total	1	2					3	6.38
University	M	3		1				4	
	Total	3		1				4	8.51
Other	M			1				1	
	Total			1				1	2.13
Total	F					1	2	3	
	M	4	6	26	8			44	
		4	6	26	8	1	2	47	100

TABLE 9. Arrivals of Staff Members by nationality and residential category in 2007

	NR			R			Total		
	Arrivals	% of total NR	()	Arrivals	% of total R	()	Arrivals	% of total Arr.	()
AT	1	2.00	1				1	1.30	1
BE	1	2.00					1	1.30	
CH				3	11.11	1	3	3.90	1
DE	5	10.00	4				5	6.49	4
DK	2	4.00					2	2.60	
ES	4	8.00	3				4	5.19	3
FR	8	16.00	2	23	85.19	1	31	40.26	3
GB	3	6.00	2				3	3.90	2
GR	2	4.00	2				2	2.60	2
HU	1	2.00					1	1.30	
IT	8	16.00	6				8	10.39	6
PL	5	10.00	2				5	6.49	2
PT	2	4.00	2				2	2.60	2
SK	2	4.00	1	1	3.70		3	3.90	1
FI	1	2.00					1	1.30	
NO	1	2.00	1				1	1.30	1
NM	4	8.00	2				4	5.19	2
Total	50	100	28	27	100	2	77	100	30

Numbers in column () indicate changes from other Member of Personnel status to Staff Member included in "Arrivals" column.

TABLE 1. Departures of Staff Members by professional category, type of contract and departure reason between 1.1.2007 and 31.12. 2007

		1	2	3	4	5a	5b	5c	Total	%	
Voluntary	Family/Social	LD		2	2		1		5		
	Total			2	2		1		5	6.67	
	Job connected	LD		2	5		1	1	1	10	
	Total			2	5		1	1	1	10	13.33
	Early retirement	IC		13	16	6		12	1	48	
	Total			13	16	6		12	1	48	64.00
	Shift Workers Adm Circ 22	IC			5	4		1		10	
	Total				5	4		1		10	13.33
	Other	LD					1		1	2	
	Total						1		1	2	2.67
Termination	Contract expirations	LD	5	24	30	9	5	4	1	78	
		FT		1		1	2			4	
	Total		5	25	30	10	7	4	1	82	68.91
	Contract terminations	LD						3	1	4	
		IC		1						1	
	Total			1				3	1	5	4.20
	Retirement (age 65)	LD				1		2		3	
		IC	3	13	1	2	3	3	1	26	
	Total		3	13	1	3	3	5	1	29	24.37
	Invalidity	IC				1				1	
	Total					1				1	0.84
	Death	IC		1	1					2	
	Total			1	1					2	1.68
Total		LD	5	28	37	10	8	10	4	102	
		FT		1		1	2			4	
		IC	3	28	23	13	3	16	2	88	
			8	57	60	24	13	26	6	194	100

TABLE 2. Departures of Staff Members by department and type of contract between 1.1.2007 and 31.12. 2007

	LD		FT		IC		Total	
	Depts	()	Depts	()	Depts	()	Depts	()
AB	10				24		34	
AT	20	1	1		6		27	1
DG	1		1				2	
DSU	6				6		12	
FI	3		1		6		10	
HR	5				1		6	
IT	10				9		19	
LHC					1		1	
PH	23	6			20	2	43	8
SC	9		1		1		11	
TS	15				14	1	29	1
Total	102	7	4		88	3	194	10

Numbers in column () indicate changes of status from Staff Member to other Member of Personnel status included in Depts column.

TABLE 3. Departures of Staff Members by salary band and professional category between 1.1.2007 and 31.12. 2007

	1	2	3	4	5a	5b	5c	Total
Ab				9			4	13
Ac				2				2
Ae				3			1	4
Ap				1				1
Ba			2			8		10
Bb			1					1
Bc			1	5		3		9
Be			1	4		2	1	8
Ca			15			1		16
Cb			9					9
Cc			11			4		15
Ce			3			3		6
Da			4					4
Db			1					1
Dc			7			5		12
De			5					5
Ea		9			3			12
Eb	3	12			5			20
Ec	1	11			2			14
Ee		1						1
Fb	1	8			1			10
Fc		2			1			3
Fp		5			1			6
Ga		6						6
Gb	2	3						5
Total	7	57	60	24	13	26	6	193

Above table does not include 'Hors Cadre' (1)

**TABLE 4. Departures of Staff Members by salary band and step between
1.1.2007 and 31.12. 2007**

Grade	Step																												Total	
	f1	f2	f4	00	01	02	03	04	05	06	07	08	09	10	11	12	13	14	16	17	18	19	20	22	23	25	26	27		28
Ab	1	1				4	1		2	1	1	1	1																	13
Ac					1				1																					2
Ae				3					1																					4
Ap										1																				1
Ba				1	2	1		2		1	2		1																	10
Bb															1															1
Bc										1	1	1		3				1			2									9
Be				2	2	2	1								1															8
Ca			1	1	1	2	1	2	1	3	3	1																		16
Cb				1	1		3		1			2		1																9
Cc								1			1			4		1	1	3		1								3		15
Ce				1	2		1				1	1																		6
Da									1		1			2																4
Db										1																				1
Dc										1			2				2	2								1	2		2	12
De				1	3		1																							5
Ea				2			2	1	4	1	1	1																		12
Eb					2	4	1	2	1	1	1	2	2	2		1	1					1	1							20
Ec						1	1		3	1	1						2					1	1				1	2		14
Ee									1																					1
Fb							1					2	1	1	1									3	1					10
Fc					1			1		1																				3
Fp				3		1	1		1																					6
Ga								1					1		2	1			1											6
Gb														2		1						2								5
Total	1	1	1	15	15	15	14	10	17	13	13	11	8	15	5	4	6	6	1	1	2	3	1	3	2	2	1	3	4	193

Above table does not include 'Hors Cadre' (1)

TABLE 5. Departures of Staff Members by professional category, age group and type of contract between 1.1.2007 and 31.12. 2007

		21-30	31-40	41-50	51-59	60	61	62	63	64	65	Total	%
1	LD		4	1								5	
	IC										3	3	
Total			4	1							3	8	4.12
		%	50.00	12.50							37.50	100	
2	LD	6	14	6	1					1		28	
	FT		1									1	
	IC			1		6		3	4	1	13	28	
Total		6	15	7	1	6		3	4	2	13	57	29.38
		%	10.53	26.32	12.28	1.75	10.53	5.26	7.02	3.51	22.81	100	
3	LD	10	20	4	3							37	
	IC			1	2	6	6	3	3		2	23	
Total		10	20	5	5	6	6	3	3		2	60	30.93
		%	16.67	33.33	8.33	8.33	10.00	5.00	5.00		3.33	100	
4	LD	1	7	1							1	10	
	FT		1									1	
	IC				1	7	1	2			2	13	
Total		1	8	1	1	7	1	2			3	24	12.37
		%	4.17	33.33	4.17	4.17	29.17	4.17	8.33		12.50	100	
5a	LD	2	6									8	
	FT			2								2	
	IC										3	3	
Total		2	6	2							3	13	6.70
		%	15.38	46.15	15.38						23.08	100	
5b	LD	2	4	2							2	10	
	IC					9	1	1		2	3	16	
Total		2	4	2		9	1	1		2	5	26	13.40
		%	7.69	15.38	7.69	34.62	3.85	3.85		7.69	19.23	100	
5c	LD	2	2									4	
	IC				1						1	2	
Total		2	2		1						1	6	3.09
		%	33.33	33.33	16.67						16.67	100	
Total	LD	23	57	14	4					1	3	102	
	FT		2	2								4	
	IC			2	4	28	8	9	7	3	27	88	
	all	23	59	18	8	28	8	9	7	4	30	194	
	%	11.86	30.41	9.28	4.12	14.43	4.12	4.64	3.61	2.06	15.46	100	

TABLE 6. Departures of Staff Members by professional category, type of contract and service time between 1.1.2007 and 31.12. 2007

	LD				FT				IC				Total
	Depts	Service	Time		Depts	Service	Time		Depts	Service	Time		
			Avg.	Max			Min	Avg.			Max	Min	
1	5	5.11	6.74	3.33					3	28.66	33.25	22.50	8
2	28	4.79	8.99	1.16	1	8.99	8.99	8.99	28	35.86	42.37	20.51	57
3	37	5.18	9.00	1.49					23	34.94	42.74	15.26	60
4	10	3.98	6.00	2.00	1	9.58	9.58	9.58	13	34.63	41.79	25.16	24
5a	8	4.08	6.00	1.16	2	6.08	8.16	4.00	3	32.17	37.41	21.94	13
5b	10	4.16	6.00	2.03					16	37.83	43.25	26.32	26
5c	4	2.41	3.00	1.25					2	41.04	45.66	36.41	6
Total	102	4.64			4	7.68			88	35.54			194

TABLE 7. Departures of Staff Members by nationality and residential category between 1.1.2007 and 31.12. 2007

	NR		R		Total	
	Nr.	%	Nr.	%	Nr.	%
AT	2	1.63			2	1.03
BE	6	4.88			6	3.09
CH	6	4.88	8	11.27	14	7.22
DE	9	7.32			9	4.64
DK	6	4.88	1	1.41	7	3.61
ES	9	7.32			9	4.64
FI	3	2.44			3	1.55
FR	34	27.64	59	83.10	93	47.94
GB	23	18.70	1	1.41	24	12.37
GR	1	0.81			1	0.52
HU	1	0.81			1	0.52
IT	14	11.38			14	7.22
NL	2	1.63	1	1.41	3	1.55
NO	1	0.81			1	0.52
PT	3	2.44	1	1.41	4	2.06
SE	1	0.81			1	0.52
NM	2	1.63			2	1.03
Total	123	100	71	100	194	100

TABLE 1. Changes of career path of Staff Members by career path and salary band before the change during 2007

	A	B	C	D	E	F	Total
Ab	8						8
Ac	1						1
Ba		4					4
Bb		5					5
Bc		4					4
Be		1					1
Cb			2				2
Cc			10				10
Db				3			3
Dc				2			2
Ec					30		30
Fc						1	1
Total	9	14	12	5	30	1	71

TABLE 2. Changes of salary band of Staff Members by career path and salary band before the change during 2007

	A	B	C	D	E	F	G	Total
Ab	10							10
Ac	6							6
Ba		8						8
Bb		4						4
Bc		8						8
Bp		3						3
Ca			35					35
Cb			10					10
Cc			11					11
Cp			12					12
Da				11				11
Db				13				13
Dp				4				4
Ea					26			26
Eb					29			29
Ep					6			6
Fa						3		3
Fb						9		9
Ga							10	10
Gb							5	5
Total	16	23	68	28	61	12	15	223

TABLE 3. Changes of career path of Staff Members by department and career path before the change during 2007

	A	B	C	D	E	F	G	Total
AB		1	2	3	9			15
AT			2	1	5			8
DG								0
DSU					1			1
FI		1	1					2
HR								0
IT					4	1		5
LHC		1						1
PH	6	7	4		8			25
SC	1	1			1			3
TS	2	3	3	1	2			11
Total	9	14	12	5	30	1	0	71

TABLE 4. Number of annual additional steps awarded in 2007 by department and career path

	A	B	C	D	E	F	G	Total
AB	13	30	73	104	121	44	16	401
AT	16	14	45	44	43	27	12	201
DG		3	3	3	1	1	2	13
DSU		22	12	4	17	9	6	70
FI	1	17	17	5	11	5	1	57
HR	3	10	13	7	11	9	1	54
IT	1	7	19	20	98	31	8	184
LHC		1	1	2				4
PH	23	47	38	25	125	65	26	349
SC	19	9	14	12	21	7	1	83
TS	19	53	90	59	66	21	7	315
Total	95	213	325	285	514	219	80	1731

TABLE 5. Number of movements into exceptional career extension (ECE) by department and career path in 2007

	A	B	C	D	E	F	G	Total
AB		6	5	14	1		1	27
AT		3	8	4			3	18
DG				1				1
DSU	1	2	5				1	9
FI	1	4	1					6
HR		1		1				2
IT	1	4	4	5	3			17
LHC								0
PH		5	7	3	3		1	19
SC	10	3	2	2				17
TS	4	12	7	3				26
Total	17	40	39	33	7	0	6	142

TABLE 6. Number of exceptional career extension (ECE) in 2007 as a function of career path and salary band

	A	B	C	D	E	G	Total
Ac	6						6
Ae	11						11
Bc		8					8
Be		32					32
Cc			11				11
Ce			28				28
De				33			33
Ee					7		7
Ga						6	6
Total	17	40	39	33	7	6	142

TABLE 7. Changes of professional category of Staff Members by band in 2007

From	To	Ba	Ca	Cb	Cc	Ea	Eb	Ec	Total
2	5a						1		1
3	2					3	2	1	6
4	3		1						1
5a	2						1	1	2
5b	3	1		1					2
5c	5b				2				2
Total		1	1	1	2	3	4	2	14

TABLE 1. Breakdown of 2007 personnel expenditure

Item	Staff Members		Fellows		Associates & Apprentices		Total	
	kCHF	%	kCHF	%	kCHF	%	kCHF	%
Basic salaries	271,798	100.00	19,440	100.00	3,697	100.00	294,935	100.00
Non resident allowances	21,113	7.77	1,472	7.57	165	4.45	22,749	7.71
Family and Children's allowances	21,547	7.93	765	3.94	83	2.24	22,395	7.59
Special allowances	3,381	1.24					3,381	1.15
<i>Compensation for 44h week and shift work</i>	1,194	0.44					1,194	0.40
<i>Other allowances</i>	2,187	0.80					2,187	0.74
Payment for overtime	1,804	0.66					1,804	0.61
Contributions to SLS programme	-4,490	-1.65					-4,490	-1.52
Installation and removal costs	903	0.33	730	3.75	186	5.04	1,819	0.62
<i>Removal expenses</i>	542	0.20	236	1.21	178	4.82	956	0.32
<i>Installation grant</i>	361	0.13	494	2.54	8	0.22	863	0.29
Various allowances	10,582	3.89	214	1.10	110	2.97	10,906	3.70
<i>Education grant</i>	8,276	3.05	59	0.30	103	2.78	8,438	2.86
<i>Home leave expenses</i>	2,291	0.84	156	0.80	7	0.18	2,453	0.83
<i>Reimbursement of taxes</i>	12	0.00					12	0.00
<i>Other allowances</i>	3	0.00					3	0.00
Termination allowances	10,218	3.76	5				10,223	3.47
<i>Indemnities on termination contract</i>	4,826	1.78	5				4,831	1.64
<i>Unemployment indemnities</i>	5,392	1.98					5,392	1.83
Addit. periods of membership in the Pension Fund to shift workers	3,880	1.43					3,880	1.32
Contribution to Health Insurance for pensioners	16,437	6.05					16,437	5.57
Contribution to Long Term Care for pensioners	2,348	0.86					2,348	0.80
Social security	88,116	32.42	6,012	30.93	664	17.95	94,792	32.14
<i>CERN Contribution to Pension Fund</i>	68,756	25.30	4,746	24.42			73,503	24.92
<i>Contribution to social security</i>					15	0.40	15	0.00
<i>Contribution to Health Insurance</i>	19,360	7.12	1,266	6.51	649	17.56	21,275	7.21
	447,637	164.69	28,638	147.32	4,904	132.64	481,179	163.15

TABLE 2A. Average number of man-years paid by division/budget and contract status in 2007

Departments or Units	Staff Members Man-years	Fellows Man-years	Associates Man-years	Apprentices Man-years
AB	566.80	36.97	1.67	
AT	274.70	13.37		
DG	16.22			
DSU	100.59	3.42		
FI	85.52			
HR	66.36			26.19
IT	275.73	36.00		
LHC	5.45			
PH	492.48	145.36	34.79	
SC	144.95	5.73		
TS	441.33	12.88	0.50	
	2470.12	253.71	36.95	26.19

TABLE 2B. Average costs for 2007 by contract status and professional category in CHF(1)

Prof. Cat.	Status Staff Members	Fellows	Associates	Apprentices
1	222,644	113,450	100,536	
2	201,277	106,997	272,476	
3	136,937	80508		
4	115,333			
5a	196,844	100188.4211		
5b	119,281			
5c	114,225			
				16,638

(1) : Source: Based on real cost from PECT (Personnel Expenditure Consolidation Toolkit)

LIST OF OCCUPATIONAL CODES LISTE DES CODES D'EMPLOIS

SCIENTIFIC WORK

Professional Category 1

General or Combination of Codes
Experimental Physics
Theoretical Physics

TRAVAUX SCIENTIFIQUES

Catégorie professionnelle 1

100 Général ou combinaison de codes
102 Physique expérimentale
103 Physique théorique

SCIENTIFIC AND ENGINEERING WORK

Professional Category 2

General or Combination of Codes
Mechanics
Electricity
Electromechanics
Electronics
Work Safety/Radiation Protection
Civil Engineering/Surveying-Topometry
Computing
Applied Physics
Computing
Mathematics
Computing
Chemistry
Occupational Medicine

TRAVAUX SCIENTIFIQUES ET D'INGENIEURS

Catégorie professionnelle 2

200 Général ou combinaison de codes
201 Mécanique
202 Electricité
203 Electromécanique
204 Electronique
206 Sécurité du travail/Radioprotection
207 Génie civil/Géométrie-Topométrie
208 Informatique
211 Physique appliquée
214 Informatique
215 Mathématiques
216 Informatique
217 Chimie
218 Médecine du travail

TECHNICAL WORK

Professional Category 3

General or Combination of Codes
Mechanics
Electricity
Electromechanics
Electronics
Civil Engineering/Surveying-Topometry
Computing
Occupational Medicine
Workshop Management
Quality Control
Printing-Design Art/Photography
Work Safety/Radiation Protection
Vacuum Techniques
Work Inspection/Site
Work Planning and Co-ordination/
Quantity Surveying
Heating and Ventilation/Cooling

TRAVAUX TECHNIQUES

Catégorie professionnelle 3

300 Général ou combinaison de codes
301 Mécanique
302 Electricité
303 Electromécanique
304 Electronique
307 Génie civil/Géométrie-Topométrie
308 Informatique
309 Médecine du travail
310 Maîtrise d'atelier
311 Contrôle de qualité
312 Arts graphiques/Photographie
315 Sécurité du travail/Radioprotection
316 Technique du vide
317 Surveillance de travaux/Gérance de site
318 Planification et coordination des travaux/
Métré des travaux
319 Chauffage et ventilation/Réfrigération

Design Office

General or Combination of Codes
Mechanics
Heating and Ventilation
Electricity/Electronics
Civil Engineering

Bureau d'études

340 Général ou combinaison de codes
341 Mécanique
342* Chauffage et ventilation
343 Electricité/Electronique
345 Génie civil

<u>Operation and Control of Equipment</u>		<u>Exploitation et contrôle d'équipements</u>
General or Combination of Codes	360	Général ou combinaison de codes
Accelerators	361	Accélérateurs
Power Supplies/Experimental Areas	362	Alimentations/Zones expérimentales
Cooling and Air-Conditioning	364	Réfrigération et climatisation
Computers and Associated Equipment	365	Calculatrices et équipements connexes
Particle Detectors and Associated Equipment	367	Détecteurs de particules et équipements connexes

MANUAL WORK, CRAFTS AND TRADESTRAVAUX MANUELS ET METIERS

<u>Professional Category 4</u>		<u>Catégorie professionnelle 4</u>
General or Combination of Codes	400	Général ou combinaison de codes
Construction, Assembly and Fitting of Mechanical Equipment	402	Fabrication, montage et ajustage d'équipements mécaniques
Maintenance and Repair of Mech. Equip.	403	Entretien et réparation d'équipements mécaniques
Machining Work	405	Travaux d'usinage
Sheet Metal Work and Sheet Metal Work-Welding	409	Tôlerie et tôlerie-soudure
Locksmithing and Forging	410	Serrurerie et forge
Quality Control	411*	Contrôle de qualité
Pipefitting	412	Tuyauterie
Welding and Oxy-Cutting	414*	Soudure et oxycoupage
Work Safety /Radiation Protection	415	Sécurité du travail/Radioprotection
Work Inspection	417	Surveillance de travaux
Manufacture, Assembly, Fitting of Electrical and/or Electromechanical Equipment	418	Fabrication, montage, ajustage d'équipements électriques et/ou électromécaniques
Maintenance, Repair of Electrical and/or Electromechanical Equipment	419	Entretien, réparation d'équipements électriques et/ou électromécaniques
Electronics	424	Electronique
Photo-Engraving of Printed Circuits	425	Photogravure de circuits imprimés
Electroplating	426*	Galvanoplastie
Plastics	427	Travail des matières plastiques
Masonry	429*	Maçonnerie
Carpentry and Cabinet Making	431*	Menuiserie et ébénisterie
Printing and Document Reproduction	432	Imprimerie et reproduction de documents
Photography	433*	Photographie
Vehicle Repair and Maintenance	434*	Réparation et entretien de véhicules
Gardening	435*	Jardinage
Team Leadership	438	Gestion d'équipe
Non-Specialized work	439	Travaux non-spécialisés
<u>Drawing Office</u>		<u>Bureau de dessin</u>
General or Combination of Codes	440	Général ou combinaison de codes
Mechanics	441	Mécanique
Heating and Ventilation	442*	Chauffage et ventilation
Electricity/ Electronics	443	Electricité/Electronique
Civil Engineering/Surveying-Topometry	445	Génie civil/Géométrie-Topométrie
Statistics	447	Statistiques
Semi-Skilled Drawing Work	448*	Travaux de dessin semi-qualifiés
<u>Equipment Operation and Control</u>		<u>Exploitation et contrôle d'équipements</u>
General or Combination of Codes	460*	Général ou combinaison de codes
Accelerators	461*	Accélérateurs
Electrical Power Supplies and Fluids/ Experimental Areas	462	Alimentation en électricité et fluides/ Zones expérimentales
Boilers and Diesels	463	Chaudières et diesels
Cooling and Air-Conditioning	464*	Réfrigération et climatisation
Computers and Associated Equipment	465	Ordinateurs et équipements connexes
Audio-Visual	466	Audio-visuel
Particle Detectors	467*	Détecteurs de particules
Liquifiers	468	Liquéfacteurs
Film Development	470*	Développement de films

Auxiliary Services

Light/Heavy Vehicle Driving	495
Stores	497
Civil Engineering Equipment/Materials Handling	498
Evaluation of Experimental Events	499*

Services auxiliaires

Conduite de véhicules légers/lourds
Magasins
Engins de génie civil/Manutention
Evaluation des données expérimentales

OFFICE AND ADMINISTRATIVE WORKProfessional Category 5aAdministrative Work

General or Combination of Codes	500
Accounting/Finance/Internal Audit	501
Purchasing	502
Legal Services	503
Information	504
Scientific Information and Library	505
Personnel Management	506
Education and Training	507
Organisation and Methods	508*
Social Affairs	509*
Translating/Interpreting/Revising	510
Computing	511
Transport/Supplies/Customs/Stores/Shipping	512

Professional Category 5bOffice and Administrative Work

General or Combination of Codes	530
Accounting /Finance/Internal Audit	531
Purchasing	532
Legal Services	533
Information	534
Library	535
Personnel Management	536
Education and Training	537
Organisation and Methods	538
Social Affairs	539
Copy-Editing and Proof-Reading	540
Office Assistant (Computing)	541
Transport/Supplies/Customs/Stores/Shipping	542
Secretarial Work	543

Professional Category 5cOffice Work

General or Combination of Codes	560
Filing and Records	561
Shorthand/Typing	562
Mail	564
Telecommunications	565
Computing Support	566
Dispatching	567

TRAVAUX DE BUREAU ET ADMINISTRATIFSCatégorie professionnelle 5aTravaux administratifs

Général ou combinaison de codes
Comptabilité/Finances/Contrôle interne
Achats
Service juridique
Information
Information scientifique et bibliothèque
Gestion du personnel
Enseignement et formation
Organisation et méthodes
Affaires sociales
Traduction/Interprétation/Révision
Informatique
Transports/Approvisionnement/Douanes/Magasins/Shipping

Catégorie professionnelle 5bTravaux de bureau et administratifs

Général ou combinaison de codes
Comptabilité/Finances/Contrôle interne
Achats
Service juridique
Information
Bibliothèque
Gestion du personnel
Enseignement et formation
Organisation et méthodes
Affaires sociales
Edition et correction d'épreuves
Employé administratif (Informatique)
Transports/Approvisionnement/Douanes/Magasins/Shipping
Secrétariat

Catégorie professionnelle 5cTravaux de bureau

Général ou combinaison de codes
Classement et tenue de registres
Sténographie/Dactylographie
Courrier
Télécommunications
Appui informatique
Dispatching

* No staff are currently employed in these codes which are maintained for historical purposes.

* Il n'y a pas de personnel actuellement employé dans ces codes qui sont maintenus pour des raisons historiques.