



ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

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

CERN

Personnel Statistics

2007

Human Resources Department
April 2008

Contents

Table	Page
1. Total number of members of the personnel by department, status and funding	4
2. Evolution in the number of staff members, fellows and associates over the last 5 years	5
3. Total number of female members of the personnel by department and status	6
4. Staff, fellows and paid associates by professional category	7
5a. Staff members by gender and professional category	8
5b. Unpaid associates and users by gender and professional category	8
6. Staff members by professional category over the past 10 years	9
7. Unpaid associates and users by nationality and professional category	10
8. Staff members by type of contract and years of service	11
9. Staff members by professional category and type of contract	12
9a. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years	12
10. Staff members by nationality and residential category	13
11. Other members of the personnel by nationality and status	14
12. Staff members by nationality and professional category	15
13. Staff members by nationality, career path and gender	16
14. Staff members by nationality, gender and professional category	17
15. Evolution in the number of staff members by age range over the last 10 years	18
16. Staff members by age range and professional category	19
17. Fellows and associates by age range	20
18. Average age by professional category, status and type of contract	21
19. Staff members by professional category and years of service	21
Staff Recruitment	
20. Number of candidates applied/invited/appeared for selection boards and appointments made by nationality and gender	22
21. Vacancies published and filled	23
22. Number of candidates selected over the past 5 years	23
23. Staff members recruited (arrivals) by professional category	24
Fellows	
24a./b. Recruitment of fellows by gender and nationality	25
Students	
25. Number of candidates applied and selected for the technical and doctoral student programme by nationality and gender	26
26. Number of candidates applied and selected for the summer student programme by nationality and gender	26
27. Staff member arrivals and departures by residential category and nationality	27
28. Staff member departures by professional category, type of contract and reason for leaving	28

Definitions

Departments / Units

Code Department

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

Nationalities

According to the international ISO codes

MS	Member States
NMS	Non-member States

Professional Categories

Code Category

- 1 Scientific Work (Experimental and Theoretical Physics)
- 2 Scientific and Engineering Work (other than Experimental and Theoretical Physics)
- 3 Technical Work
- 4 Manual Work, Crafts and Trades
- 5a Administrative Work (Professional Level)
- 5b Office and Administrative Work
- 5c Office Work

Types of Contract

LD	Limited Duration Contract
FT	Fixed-Term Contract
IC	Indefinite Contract

Grouping of Associated Members of the Personnel

Paid Assoc. includes Paid Associates as well as Project Associates, Unpaid Associates with Subsistence Allowance, Corresponding Associates

NOTES

These statistics include 59 staff members paid, or partially paid, by sources other than the CERN budget.

All figures refer to a headcount as at 31.12.2007 unless specified otherwise.

TABLE 1. Total Number of Members of the Personnel by Department, Status and Funding - 31.12.2007

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

- Departures on 31st December are not deducted from end year strength
- Staff in HR department: The figure includes 12 staff members paid by the CERN Pension Fund

Figure 1: Members of the Personnel - 31.12.2007

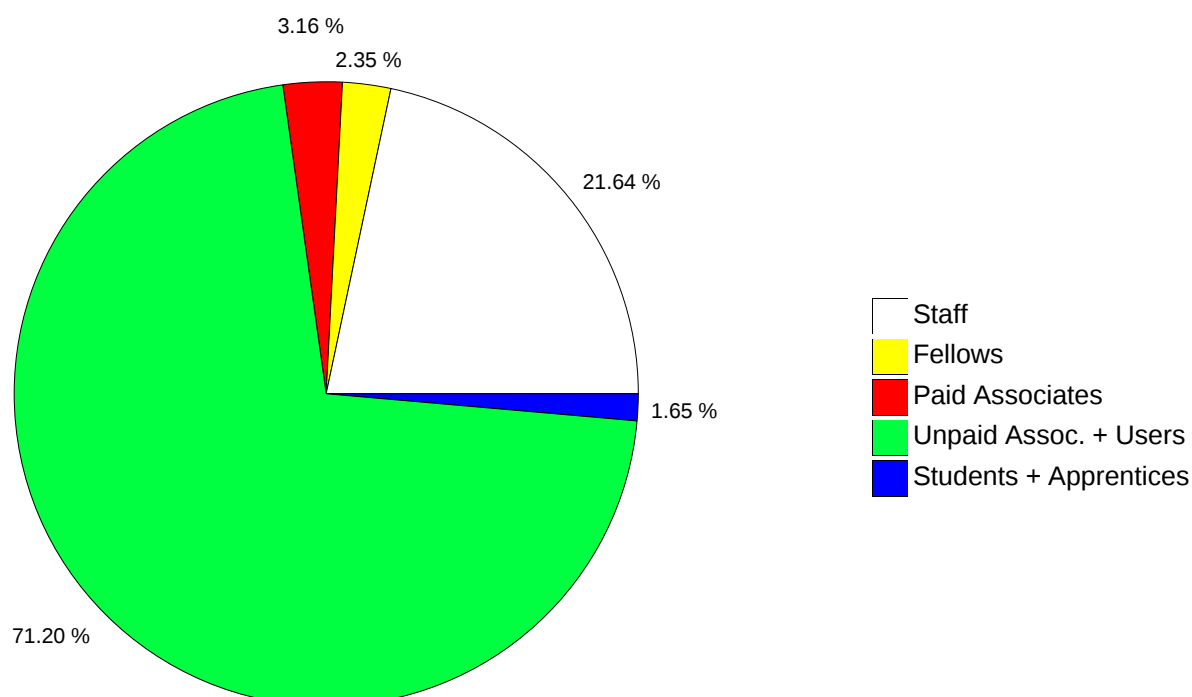


TABLE 2. Evolution in the number of Staff Members, Fellows and Associates over the last 5 years (Students and Apprentices excluded)

	Staff Members			Fellows		Paid Assoc.		CERN Total		Unp. Assoc. +Users		Grand Total	
	internat.	local											
31.12.2003	2 454	53	- 43	221	6	319	26	3 047	- 11	5 972	56	9 019	45
31.12.2004	2 412	202	107	219	- 2	323	4	3 156	109	6 165	193	9 321	302
31.12.2005	2 374	261	21	246	27	397	74	3 278	122	6 333	168	9 611	290
31.12.2006	2 349	296	10	269	23	444	47	3 358	80	7 494	1 161	10 852	1 241
31.12.2007	2 544	0	- 101	276	7	371	- 73	3 191	- 167	8 369	875	11 560	708

Figure 2. Evolution in the number of Staff Members, Fellows and Associates over the last 10 years (Students and Apprentices excluded)

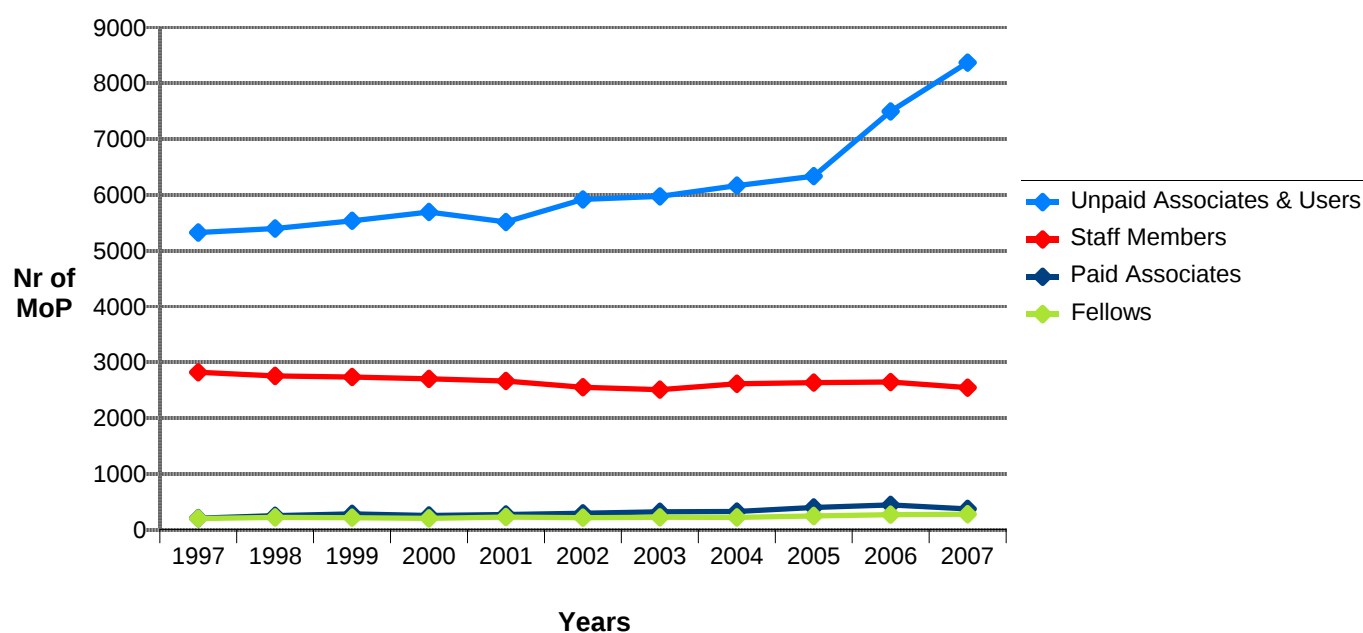


TABLE 3. Total Number of Female Members of the Personnel by Department and Status - 31.12.2007

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

	Staff	Fellows	Paid Assoc.	Stud.	Appr.	Unp. Assoc. + Users	Total CERN Paid	Grand Total
%	19.89	17.39	14.82	16.17	29.63	14.57	19.03	15.85

Figure 3: Evolution in the Percentage of Female Members of the Personnel over the last 10 years

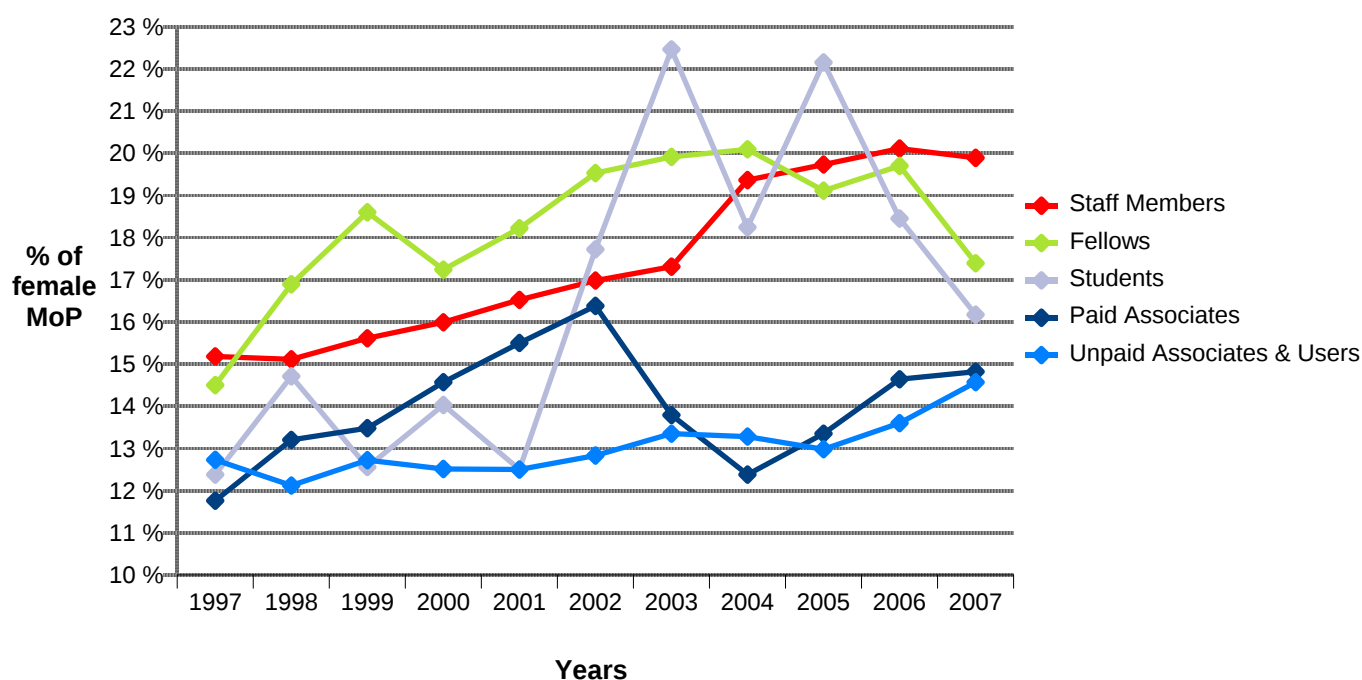


TABLE 4. Staff Members, Fellows and Paid Associates by Professional Category, at End 2007 and 2006

	2007						2006					
	Staff		Fellows + Paid Assoc.		Total		Staff		Fellows + Paid Assoc.		Total	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
1. Research Physicists	78	3.07	200	30.91	278	8.71	76	2.87	209	29.31	285	8.49
2. Scientific & Engineering Work	969	38.09	409	63.21	1378	43.18	980	37.05	445	62.41	1425	42.44
3. Technical Work	867	34.08	28	4.33	895	28.05	900	34.03	52	7.29	952	28.35
4. Manual Work, Crafts and Trades	208	8.18			208	6.52	224	8.47			224	6.67
5a. Professional Administrative Work	111	4.36	7	1.08	118	3.70	122	4.61	5	0.70	127	3.78
5b. Office and Administrative Work	279	10.97	3	0.46	282	8.84	303	11.46	2	0.28	305	9.08
5c. Office Work	32	1.26			32	1.00	40	1.51			40	1.19
Total	2544	100	647	100	3191	100	2645	100	713	100	3358	100

Figure 5a. Female Staff Members by Professional Category - 31.12.2007

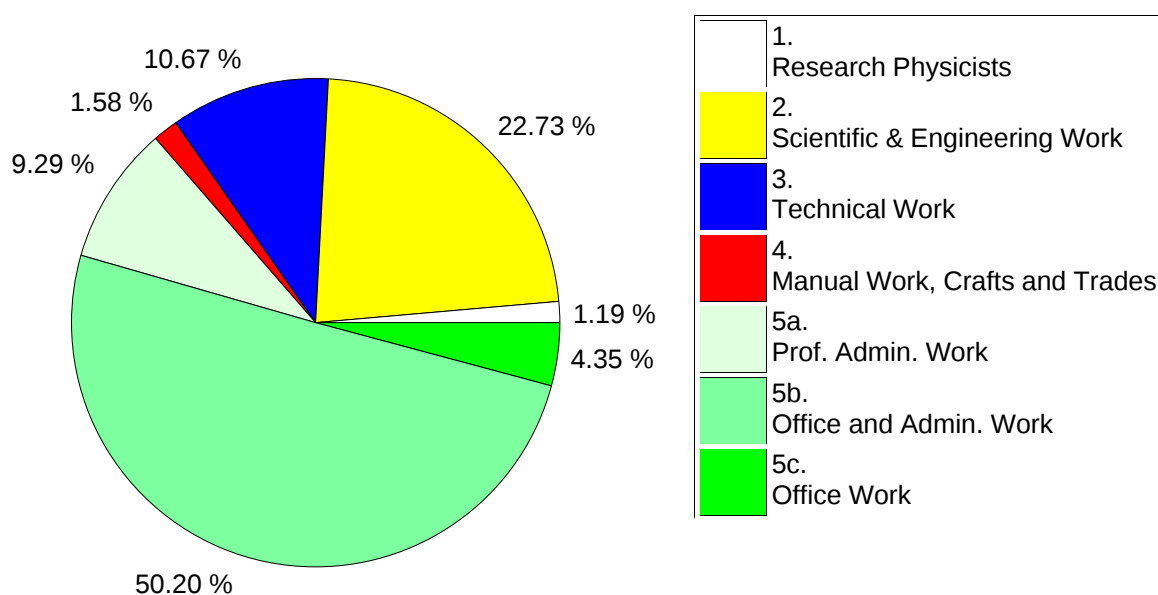


TABLE 5A. Staff Members by Gender and Professional Category - 31.12.2007

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
Women	6	7.69	115	11.87	54	6.23	8	3.85	47	42.34	254	91.04	22	68.75	506	19.89
Men	72	92.31	854	88.13	813	93.77	200	96.15	64	57.66	25	8.96	10	31.25	2038	80.11
Total	78	100	969	100	867	100	208	100	111	100	279	100	32	100	2544	100

TABLE 5B. Unpaid Associates and Users by Gender and Professional Category - 31.12.2007

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%				
Women	1002	15.68	99	9.49	77	8.85			36	69.23	5	83.33			1219	14.57
Men	5389	84.32	944	90.51	793	91.15	7	100.00	16	30.77	1	16.67			7150	85.43
Total	6391	100	1043	100	870	100	7	100	52	100	6	100			8369	100

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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Figure 5b: Female Unpaid Associates and Users by Professional Category - 31.12.2007

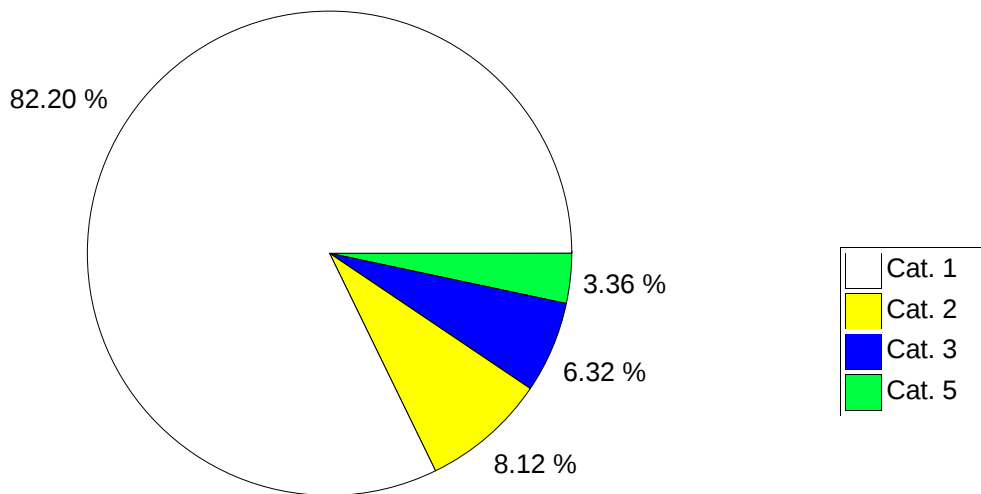
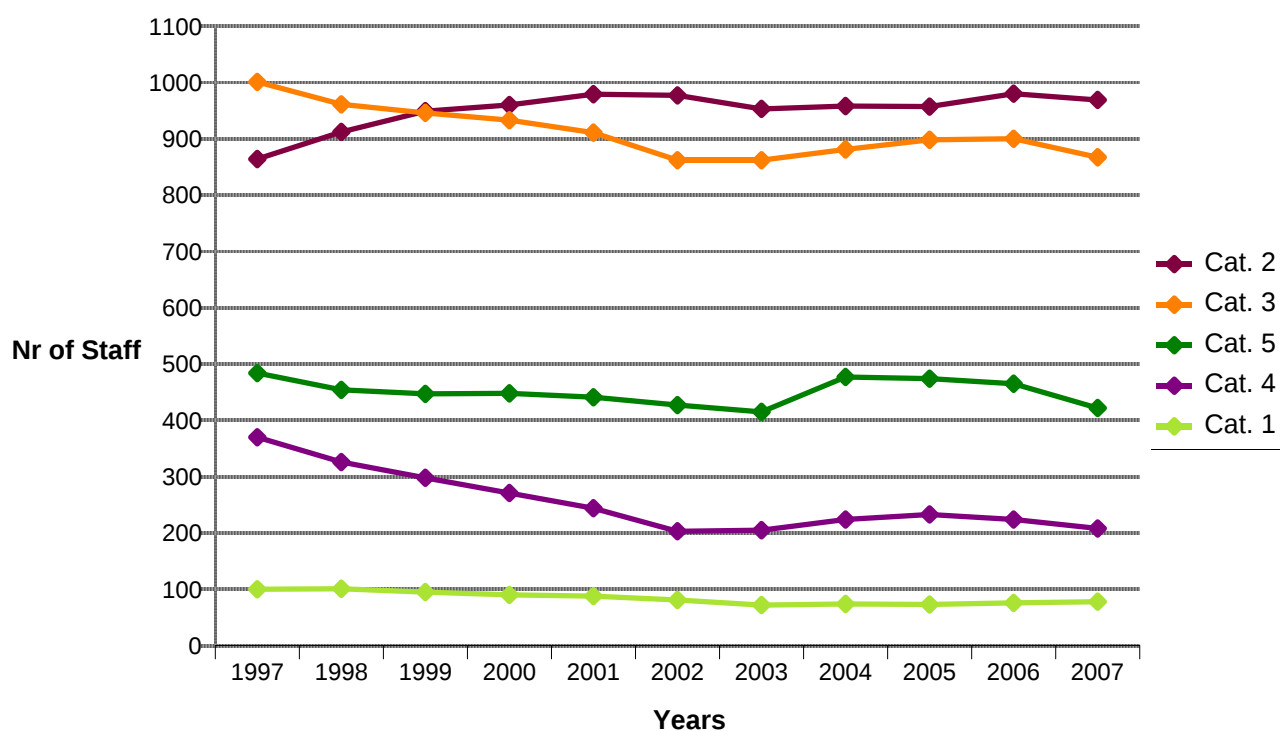


TABLE 6. Staff Members by Professional Category over the past 10 years

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

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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Figure 6. Staff Members by Professional Category over the past 10 years



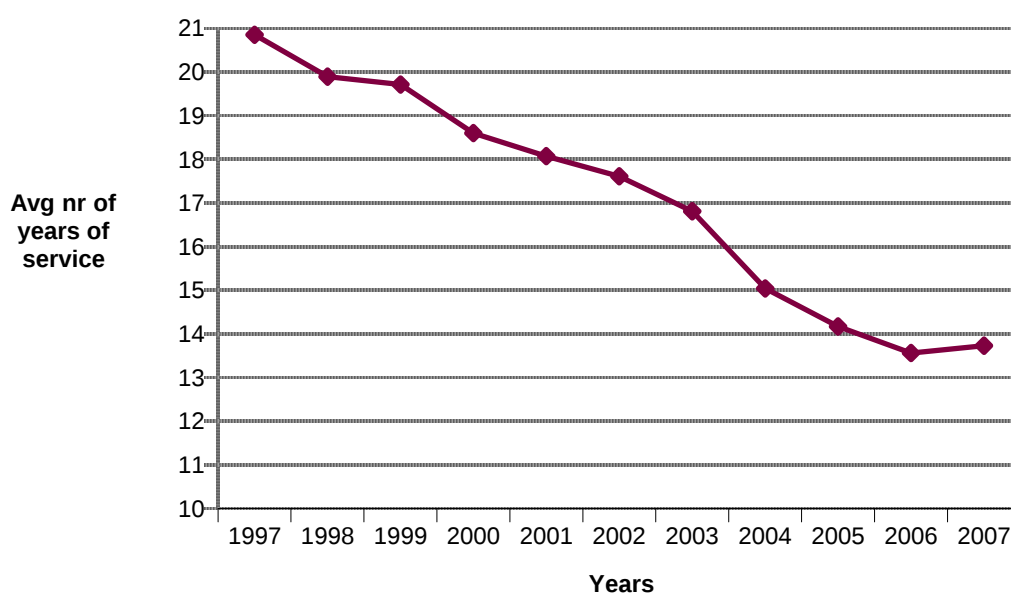
**TABLE 7. Unpaid Associates and Users by Nationality and Professional Category
- 31.12.2007**

Nationality	Professional Category						Total
	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	
AT	58	8	4				70
BE	75	10	6				91
BG	44	9	7		1		61
CH	116	28	16	3	5		168
CZ	129	26	16	1			172
DE	786	48	52	1		1	888
DK	41	5	8				54
ES	187	40	17		1		245
FI	50	6	1		7		64
FR	426	177	138	2	8	2	753
GB	387	68	45		8	3	511
GR	98	12	2				112
HU	38	10	2		1		51
IT	1123	127	272		3		1525
NL	96	22	31		2		151
NO	48	7	3				58
PL	148	29	22		1		200
PT	62	11	9				82
SE	54	6	3				63
SK	48	7	4				59
NMS	2377	387	212		15		2991
Total	6391	1043	870	7	52	6	8369
%	76.37	12.46	10.40	0.08	0.62	0.07	100

TABLE 8. Staff Members by Type of Contract and Years of Service - 31.12.2007

	Limited Duration Contract		Fixed- Term Contract		Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>=35					99	42	99	42	141	5.54
30-34					219	37	219	37	256	10.06
25-29					176	27	176	27	203	7.98
20-24					194	7	194	7	201	7.90
15-19					179	6	179	6	185	7.27
10-14					262	10	262	10	272	10.69
5-9	79	2	23		336	9	438	11	449	17.65
0-4	712	18	98	2	7		817	20	837	32.90
Total	791	20	121	2	1472	138	2384	160	2544	100

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.

Figure 8: Evolution in the Average Number of Years of Service of Staff Members over the last 10 years


**TABLE 9. Staff Members by Professional Category and Type of Contract -
31.12.2007**

Professional Category	Type of Contract						Total	%
	Limited Duration Contract	% of Total Category	Fixed-Term Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	35	44.87			43	55.13	78	100
2. Scientific & Engineering Work	258	26.63	14	1.44	697	71.93	969	100
3. Technical Work	277	31.95	52	6.00	538	62.05	867	100
4. Manual Work, Crafts and Trades	81	38.94	38	18.27	89	42.79	208	100
5a. Professional Administrative Work	34	30.63			77	69.37	111	100
5b. Office and Administrative Work	117	41.94	17	6.09	145	51.97	279	100
5c. Office Work	9	28.13	2	6.25	21	65.63	32	100
Total	811	31.88	123	4.83	1610	63.29	2544	100

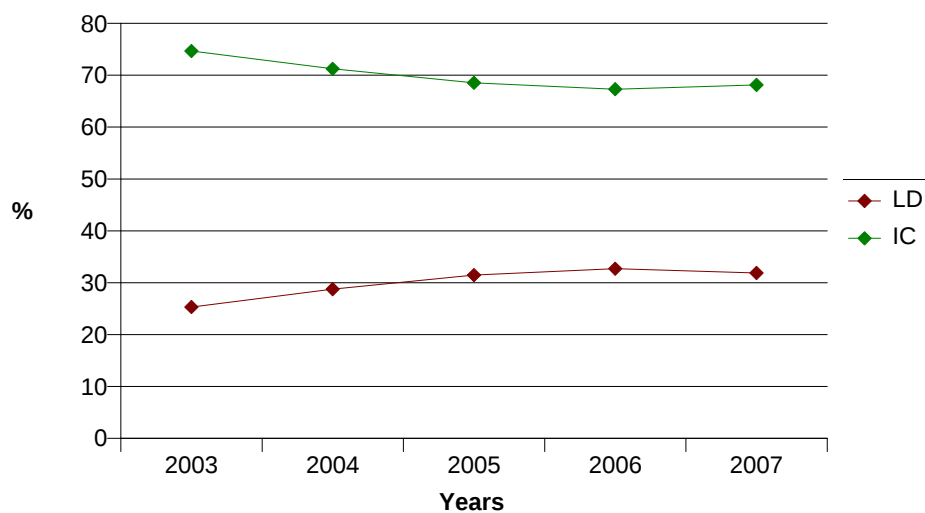
Table 9a. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years

		2003	%	2004	%	2005	%	2006	%	2007	%
1	LD	31	43.06	32	43.24	31	42.47	32	42.11	35	44.87
	IC	41	56.94	42	56.76	42	57.53	44	57.89	43	55.13
2	LD	277	29.07	271	28.29	261	27.27	266	27.14	258	26.63
	IC	676	70.93	687	71.71	696	72.73	714	72.86	711	73.37
3	LD	216	25.06	250	28.38	294	32.74	304	33.78	277	31.95
	IC	646	74.94	631	71.62	604	67.26	596	66.22	590	68.05
4	LD	25	12.20	46	20.54	71	30.47	82	36.61	81	38.94
	IC	180	87.80	178	79.46	162	69.53	142	63.39	127	61.06
5A	LD	38	29.69	41	32.54	40	32.79	40	32.79	34	30.63
	IC	90	70.31	85	67.46	82	67.21	82	67.21	77	69.37
5B	LD	48	19.28	102	33.44	120	38.96	128	42.24	117	41.94
	IC	201	80.72	203	66.56	188	61.04	175	57.76	162	58.06
5C	LD			10	21.74	12	27.27	13	32.50	9	28.13
	IC	38	100.00	36	78.26	32	72.73	27	67.50	23	71.88
Total	LD	635	25.33	752	28.77	829	31.46	865	32.70	811	31.88
	IC	1872	74.67	1862	71.23	1806	68.54	1780	67.30	1733	68.12
Grand Total		2507		2614		2635		2645		2544	

TABLE 10. Staff Members by Nationality and Residential Category - 31.12.2007

Nationality	Non-Resident		Resident		Total	
	Nb.	%	Nb.	%	Nb.	%
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
NMS	13	0.81			13	0.51
Total	1602	100	942	100	2544	100

Figure 9a. Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years



**TABLE 11. Other Members of the Personnel by Nationality and Status -
31.12.2007**

	Fellows		Paid Assoc. *		Students *		Apprentices		Total CERN paid		Unpaid Assoc. + Users	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	16	5.80	1	0.27	22	13.17			39	4.64	70	0.84
BE	4	1.45	1	0.27	2	1.20			7	0.83	91	1.09
BG	1	0.36	3	0.81	2	1.20			6	0.71	61	0.73
CH	6	2.17	6	1.62	1	0.60	21	77.78	34	4.04	168	2.01
CZ	2	0.72	3	0.81	3	1.80			8	0.95	172	2.06
DE	28	10.14	18	4.85	16	9.58			62	7.37	888	10.61
DK	5	1.81	2	0.54					7	0.83	54	0.65
ES	25	9.06	32	8.63	12	7.19	1	3.70	70	8.32	245	2.93
FI			5	1.35	1	0.60			6	0.71	64	0.76
FR	30	10.87	29	7.82	15	8.98	1	3.70	75	8.92	753	9.00
GB	11	3.99	8	2.16	4	2.40			23	2.73	511	6.11
GR	4	1.45	18	4.85	8	4.79			30	3.57	112	1.34
HU	3	1.09	1	0.27	5	2.99			9	1.07	51	0.61
IT	72	26.09	40	10.78	33	19.76	1	3.70	146	17.36	1525	18.22
NL	3	1.09	4	1.08	2	1.20			9	1.07	151	1.80
NO	5	1.81	1	0.27	14	8.38			20	2.38	58	0.69
PL	21	7.61	48	12.94	13	7.78			82	9.75	200	2.39
PT	12	4.35	19	5.12	7	4.19	3	11.11	41	4.88	82	0.98
SE	3	1.09	2	0.54	4	2.40			9	1.07	63	0.75
SK	1	0.36	2	0.54	1	0.60			4	0.48	59	0.70
NMS	24	8.70	128	34.50	2	1.20			154	18.31	2991	35.74
Total	276	100	371	100	167	100	27	100	841	100	8369	100
%	32.82		44.11		19.86		3.21		100			

* partially or totally paid by CERN

TABLE 12. Staff Members by Nationality and Professional Category - 31.12.2007

Nat.	Professional Category							Total
	1	2	3	4	5a	5b	5c	
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
NMS	4	9						13
Total	78	969	867	208	111	279	32	2544

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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TABLE 13. Staff Members by Nationality, Career Path and Gender - 31.12.2007

Nat.	Career Path															
	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
NMS									7	1	6	1			13	2
Total	159	21	323	139	492	122	412	56	694	138	323	28	137	2	2540	506

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

TABLE 14. Staff Members by Nationality, Gender and Professional Category - 31.12.2007

		Professional Category							Total
Nat.		1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work	
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
NMS	F		2						2
	M	4	7						11
Total	F	6	115	54	8	47	254	22	506
	M	72	854	813	200	64	25	10	2038
		78	969	867	208	111	279	32	2544

TABLE 15. Evolution in the Number of Staff Members by Age Range over the last 10 years

	1997	2002	2007
19-25	17	31	28
26-30	162	167	214
31-35	285	351	342
36-40	263	357	437
41-45	209	276	403
46-50	376	218	312
51-55	593	372	248
56-60	708	506	354
61-65	206	272	206
Total	2819	2550	2544

Figure 15. Evolution in the Number of Staff Members by Age Range over the last 10 years

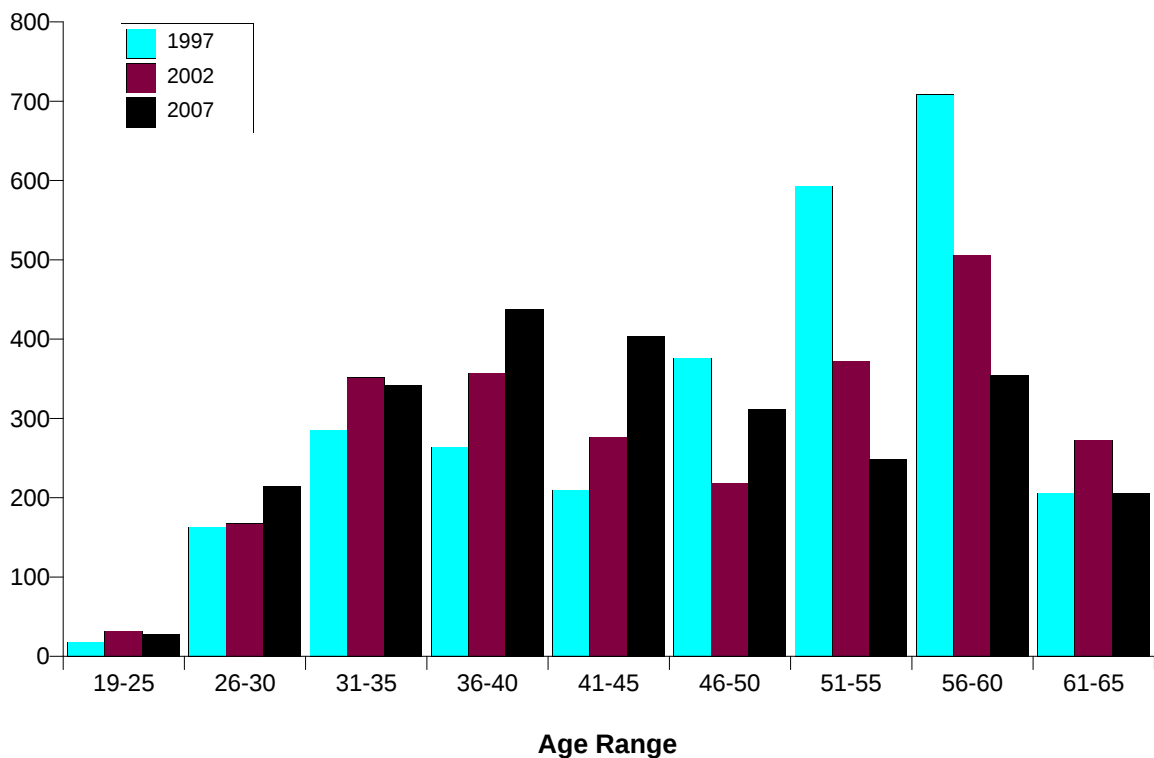


TABLE 16. Staff Members by Age Range and Professional Category - 31.12.2007

	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Prof. Admin. Work	5b. Office and Admin. Work	5c. Office Work	Total	%
61-65	6	105	37	13	11	24	9	205	8.06
56-60	6	86	149	50	14	44	5	354	13.92
51-55	11	81	88	32	6	26	4	248	9.75
46-50	12	134	93	21	22	23	7	312	12.26
41-45	8	189	116	30	23	36	1	403	15.84
36-40	22	180	136	26	17	55	1	437	17.18
31-35	11	131	122	18	13	43	4	342	13.44
26-30	1	62	109	11	5	26		214	8.41
21-25		1	17	7		2	1	28	1.10
	1							1	0.04
Total	78	969	867	208	111	279	32	2544	100
Average Age	45.2	44.8	43.6	47.0	45.7	44.4	51.5	44.7	

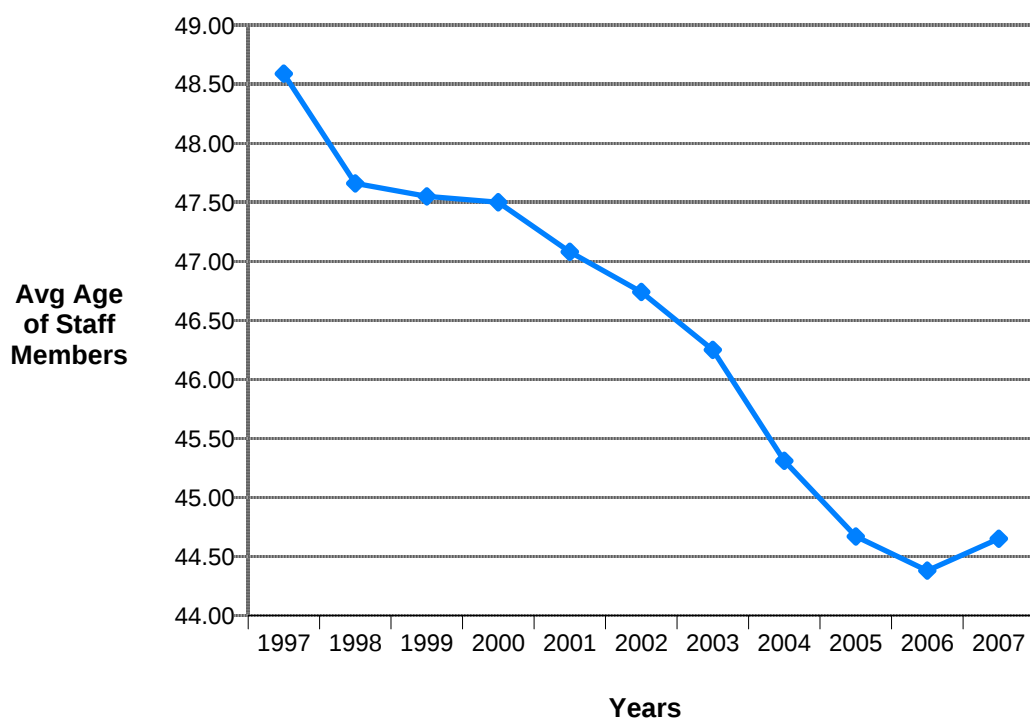
Figure 16. Evolution in the Average Age of Staff Members over the last 10 years


TABLE 17. Fellows and Associates by Age Range - 31.12.2007

	Fellows		Paid Assoc.		Unpaid Assoc. + Users		Grand Total	
>65			10	2.70 %	456	5.45 %	466	5.17 %
61-65			16	4.31 %	503	6.01 %	519	5.76 %
56-60			28	7.55 %	683	8.16 %	711	7.89 %
51-55			29	7.82 %	742	8.87 %	771	8.55 %
46-50			38	10.24 %	861	10.29 %	899	9.97 %
41-45			38	10.24 %	916	10.95 %	954	10.58 %
36-40	9	3.26 %	35	9.43 %	977	11.67 %	1021	11.32 %
31-35	124	44.93 %	49	13.21 %	1064	12.71 %	1237	13.72 %
26-30	126	45.65 %	89	23.99 %	1375	16.43 %	1590	17.64 %
21-25	17	6.16 %	39	10.51 %	781	9.33 %	837	9.28 %
<=20					11	0.13 %	11	0.12 %
Total	276	100 %	371	100 %	8369	100 %	9016	100 %

Figure 17. Fellows and Associates by Age Range - 31.12.2007

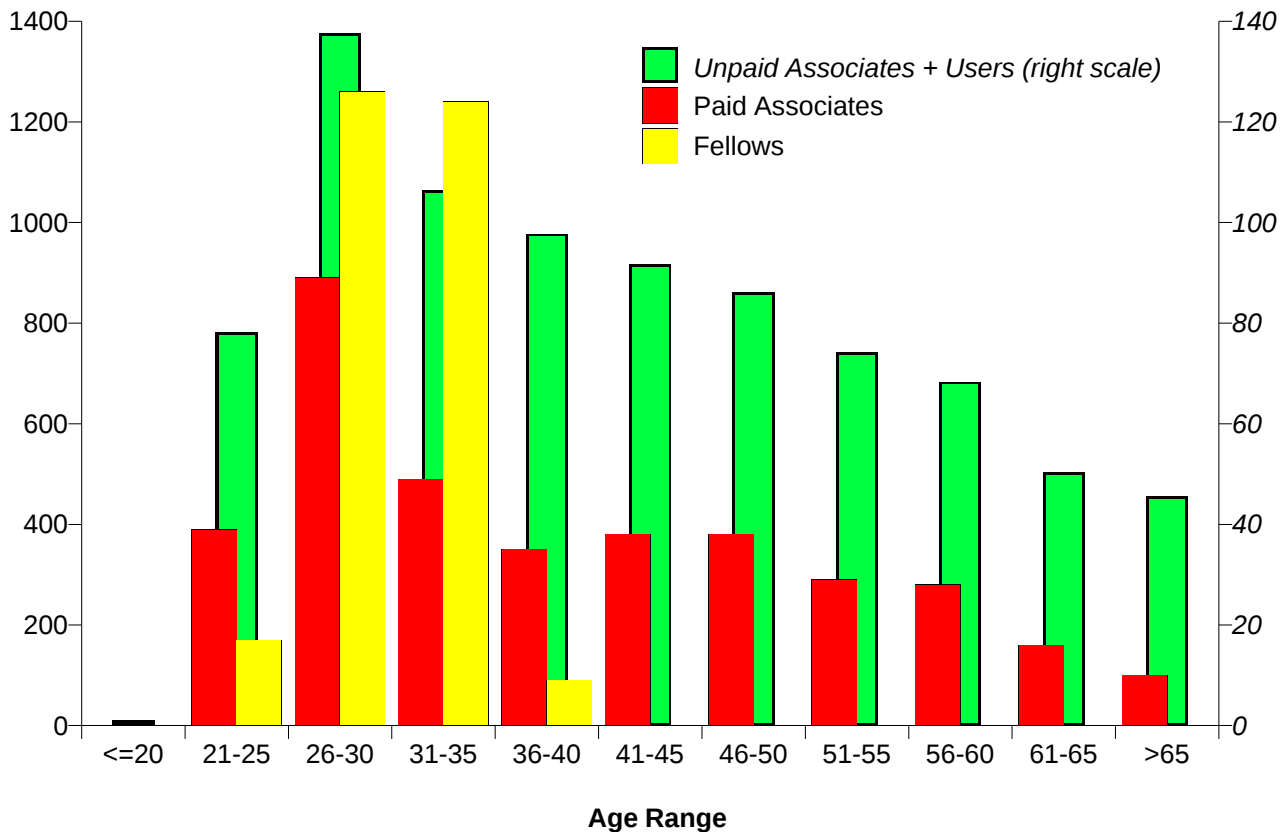


TABLE 18. Average Age by Professional Category, Status and Type of Contract - 31.12.2007

		Professional Category								
		1	2	3	4	5a	5b	5c		
Staff	FT		38.64	44.79	47.82		41.00	43.00	44.47	44.65
	IC	49.88	48.34	48.46	54.21	48.82	50.64	57.14	49.09	
	LD	39.46	35.38	33.99	38.78	38.62	37.16	40.33	35.87	
Fellows	LD	31.49	29.84	27.50		30.33			30.34	

TABLE 19. Staff Members by Professional Category and Years of Service - 31.12.2007

Completed Years of Service in 2007	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
>=35		52	43	17	5	23	1	141	5.54
30-34	2	84	107	19	6	30	8	256	10.06
25-29	3	45	79	34	5	28	9	203	7.98
20-24	8	93	65	9	10	15	1	201	7.90
15-19	9	98	48	3	12	14	1	185	7.27
10-14	9	148	80	4	22	8	1	272	10.69
5-9	11	231	144	6	21	36		449	17.65
0-4	36	218	301	116	30	125	11	837	32.90
Total	78	969	867	208	111	279	32	2544	100

Average Years of Service of Staff Members	9.03	13.83	14.03	13.46	12.78	13.67	19.44	13.73
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Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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Staff Recruitment

TABLE 20. Applications Received, Candidates Invited/Appeared for Selection Boards and Appointments Made 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 %
NMS	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 %

Figure 20. Applications, Candidates Invited and Selected in 2007 by Gender

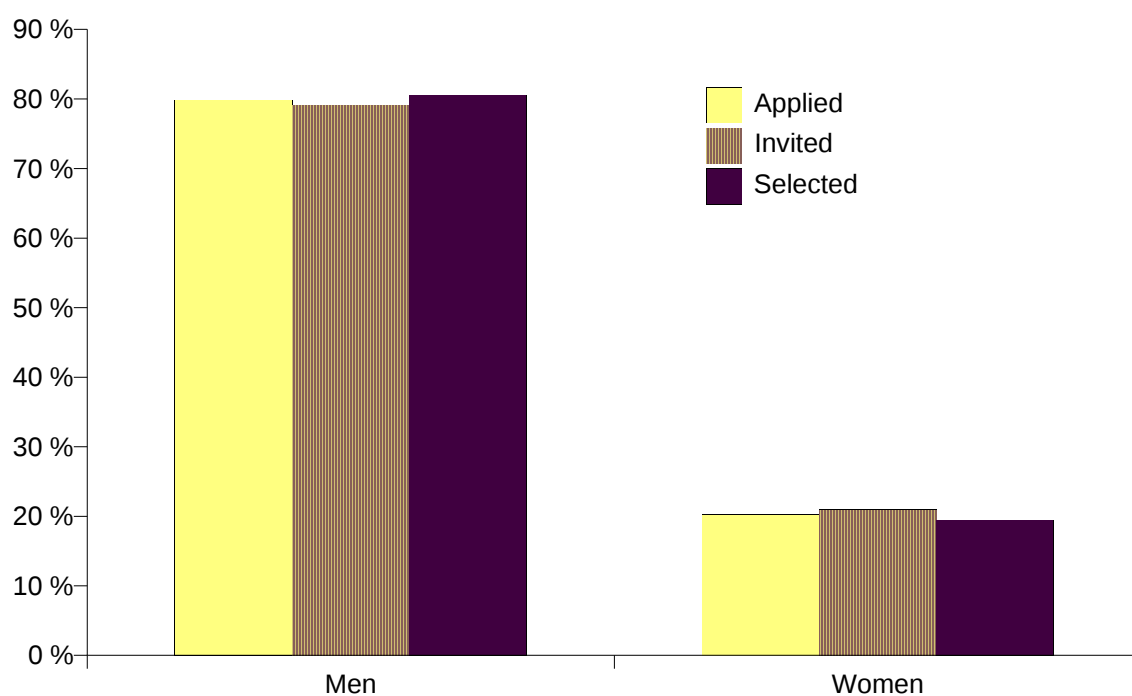


TABLE 21. Vacancies Published and Filled During 2007

Vacancies published in 2007	60
Vacancies published and filled in 2007	44
Vacancies published in 2007 and open as at 31.12.	16

TABLE 22. Number of candidates selected over the past 5 years

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

Figure 22. Number of candidates selected over the past 5 years

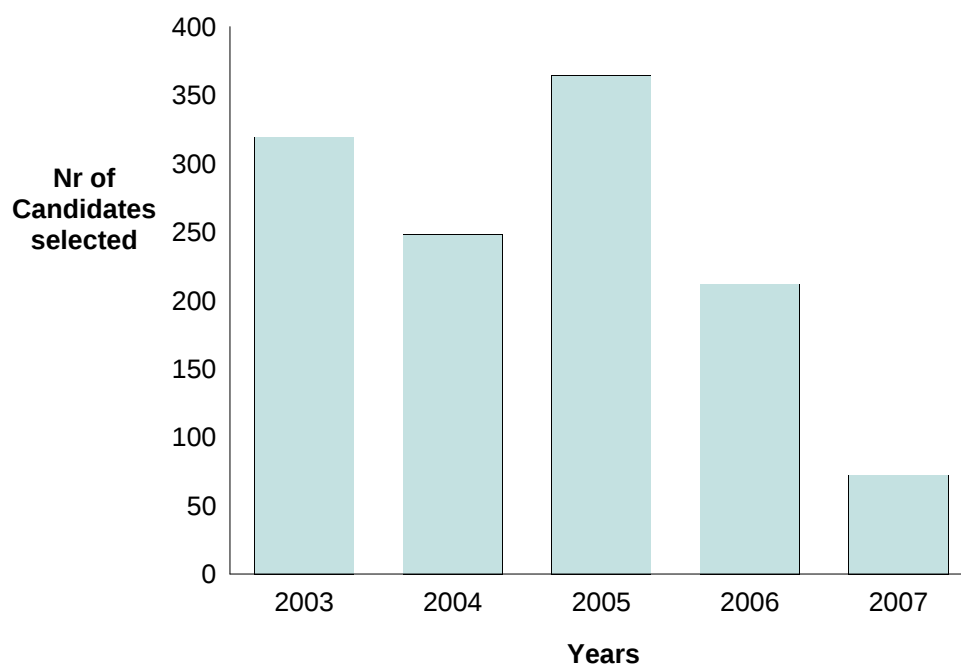


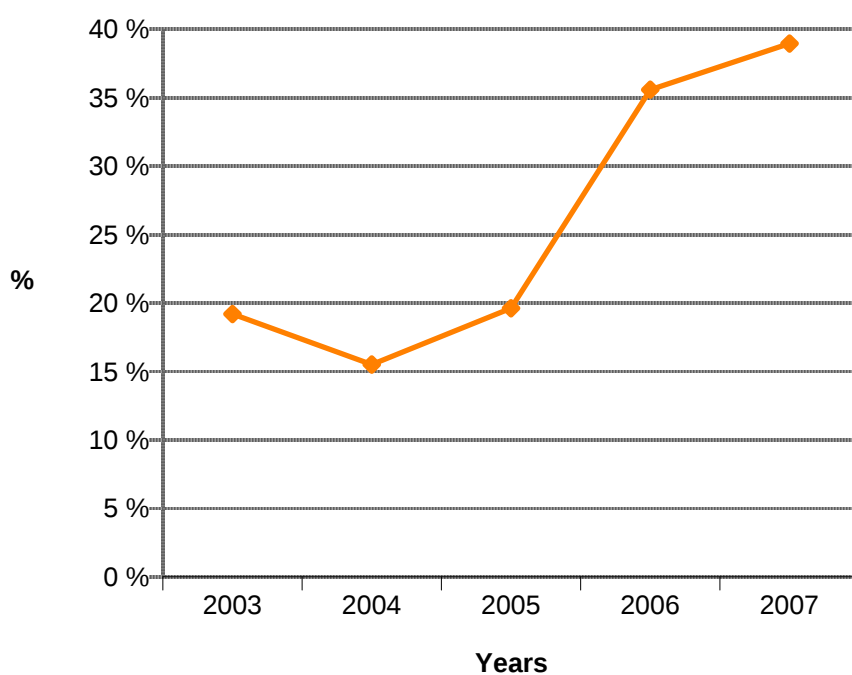
TABLE 23. Staff Members Recruited (Arrivals) in 2007 by Professional Category

From	Professional Category						Total
	1	2	3	4	5A	5B	
Fellows	4	14					18
Other Members of Personnel *		10	1			1	12
Outside	4	6	26	8	1	2	47
Total	8	30	27	8	1	3	77

* Other members of the personnel are: Students, Users, Paid and Unpaid Associates

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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Figure 23. Percentage of staff recruited in-house over the past 5 years



Fellows

TABLE 24A. 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	NMS	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
Success rate		36	13		19	38	24	100	25	33	15	23	6		26	27	25	23	26	22	25	5	16.7

TABLE 24B. Candidates Applied and Selected by Gender and Passport Nationality - 2007

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates	F	1	1	5	2		4	1	13	2	15	5	2	4	25	1	1	7	6	4	1	43	143
	M	10	8	8	10	8	46	1	44	4	42	21	16	6	94	8	4	24	18	6	3	188	569
Total		11	9	13	12	8	50	2	57	6	57	26	18	10	119	9	5	31	24	10	4	231	712
Selected	F						1	1	3	1	2	4			8			2		1		1	24
	M	4	1		3	3	12	1	11	1	7	3	1		22	2	1	5	6	1	1	10	95
Total		4	1		3	3	13	2	14	2	9	7	1		30	2	1	7	6	2	1	11	119
Success rate		36	11		25	38	26	100	25	33	16	27	6		25	22	20	23	25	20	25	5	16.7

Students

TABLE 25. 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	NMS	Total
Candidates	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
Success rate		54	25	40	38	50	62		27	14	20	17	31	33	33	25	48	56	30	39			33.3

TABLE 26. 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	NMS	Total
Candidates	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
Success rate		16	17	25	19	29	17	40	7	19	13	12	7	11	13	21	20	5	20	17	25	19	14.1

TABLE 27. Staff Member Arrivals and Departures in 2007 by Residential Category and Nationality

Nationality	Arrivals					Departures				
	Non-Resident	Resident	Total	%	% of staff as at 31.12.	Non-Resident	Resident	Total	%	% of staff as at 31.12.
AT	1		1	1.30	1.96	2		2	1.03	3.92
BE	1		1	1.30	0.88	6		6	3.09	5.31
BG										
CH		3	3	3.90	1.59	6	8	14	7.22	7.41
CZ										
DE	5		5	6.49	2.78	9		9	4.64	5.00
DK	2		2	2.60	8.00	6	1	7	3.61	28.00
ES	4		4	5.19	4.12	9		9	4.64	9.28
FI	1		1	1.30	4.00	3		3	1.55	12.00
FR	8	23	31	40.26	2.80	34	59	93	47.94	8.39
GB	3		3	3.90	1.23	23	1	24	12.37	9.88
GR	2		2	2.60	10.00	1		1	0.52	5.00
HU	1		1	1.30	7.69	1		1	0.52	7.69
IT	8		8	10.39	3.51	14		14	7.22	6.14
NL						2	1	3	1.55	3.70
NO	1		1	1.30	6.67	1		1	0.52	6.67
PL	5		5	6.49	13.16					
PT	2		2	2.60	5.13	3	1	4	2.06	10.26
SE						1		1	0.52	2.70
SK	2	1	3	3.90	20.00					
NMS	4		4	5.19	30.77	2		2	1.03	15.38
Total	50	27	77	100	3.03	123	71	194	100	7.63

This table shows all departures from 1 January 2007 to 31 December 2007

TABLE 28. Staff Member Departures in 2007 by Professional Category, Type of Contract and Reason for Leaving

Professional Category																					
Reason	1		2			3		4			5a			5b		5c		T otal			Grand
	LD	IC	LD	FT	IC	LD	IC	LD	FT	IC	LD	FT	IC	LD	IC	LD	IC	LD	FT	IC	Total
Contract Expiration	5		24	1		30		9	1		5	2		4		1		78	4		82
Contract Termination					1									3		1		4		1	5
Death					1		1													2	2
Early Retirement					13		21			10					13		1			58	58
Invalidity										1										1	1
Resignation			4			7					2			1		1		15			15
Retirement (age >= 65)		3			13		1	1		2			3	2	3		1	3		26	29
Other											1					1		2			2
Total	5	3	28	1	28	37	23	10	1	13	8	2	3	10	16	4	2	102	4	88	194

This table shows all departures from 1 January 2007 to 31 December 2007

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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