

*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

2021

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Notes

Percentages

Percentages are rounded to 2 decimal places.

Members of the Personnel

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

MPE: Employed Members of the Personnel (Staff Members (STAF) and Fellows (FELL));

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

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

Member States

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

Member States contributions

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

Headcount

All figures refer to a headcount (referred to as 'HC' in respective tables) as at 31.12.2021 unless specified otherwise.

Staff Members

Please note that a 2,676 "headcount" equates to 2,611.10 FTEs Full-time equivalents (FTEs) for 2021, of which 62.20 FTEs were charged to third-party accounts and 2,548.90 FTEs were charged to CERN accounts (2,525.60 FTEs under CERN core budget, 8.70 FTEs under EU funding, 2.60 FTEs under CERN openlab, and 12 FTEs under other external revenues). Staff members "paid but not available" accounted for 28.90 FTEs, and 2.20 FTEs were on paid special leave, resulting in an active staff complement of 2,494.50 FTEs charged to CERN's core budget.

The 2021 "headcount" of 2,676 is calculated as follows:

Staff HC 31.12.2020 (2,635) – departures on 31.12.2020 (21) + 2021 arrivals (163) – (2021 departures (113) – departures on 31.12.2021 (12))

MPA training

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

Consistency of data with past Personnel Statistics

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

Annex

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

1 General Overview

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2021

Dept.	MPE			MPA					Grand Total
	Staff Members	Fellows	Total	MPA int. coll. excl. Users	MPA exch. scient.	MPA training	Users	Total	
ATS	26	5	31	13	4	7	1	25	56
BE	308	77	385	43	36	97		176	561
DG	40	1	41		8			8	49
EN	327	45	372	14		31		45	417
EP	514	228	742	114	44	181	11,154	11,493	12,235
FAP	83	24	107	12		2		14	121
HR	79	4	83			4		4	87
HSE	168	38	206	13	7	11		31	237
IPT	57	8	65	2		5		7	72
IR	52	18	70	5	1	16		22	92
IT	216	91	307	73	1	37	20	131	438
PF	23	2	25			1		1	26
RCS	24	6	30		1	8		9	39
SCE	98	12	110	5		3		8	118
SY	328	106	434	22	44	75		141	575
TE	312	82	394	57	5	89		151	545
TH	21	36	57	17	448			465	522
Total	2,676	783	3,459	390	599	567	11,175	12,731	16,190

Figure 1: Members of the Personnel by Status – 31.12.2021

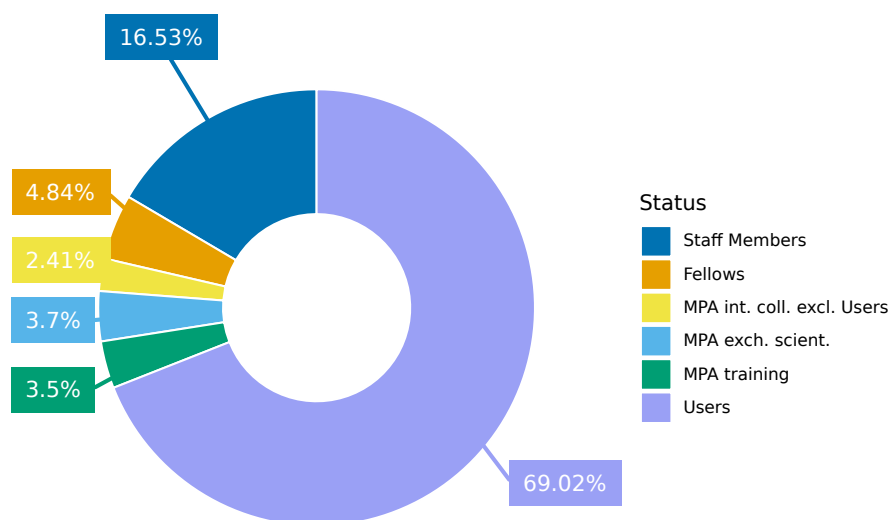


Table 1b: Associated Members of the Personnel by Department/Unit and Status – 31.12.2021

Dept.	MPA for international collaboration (MPAc)									Grand Total
	COAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	7	3	10	3		3	1		1	14
BE	7	4	11	29	3	32				43
DG										
EN	3		3	11		11				14
EP	21	5	26	68	20	88	7,399	3,755	11,154	11,268
FAP				12		12				12
HR										
HSE	8	1	9	4		4				13
IPT				2		2				2
IR	1	1	2	2	1	3				5
IT	35	10	45	27	1	28	16	4	20	93
PF										
RCS										
SCE				5		5				5
SY	10	1	11	8	3	11				22
TE	37	6	43	14		14				57
TH	15	2	17							17
Total	144	33	177	185	28	213	7,416	3,759	11,175	11,565

Dept.	MPA for exchange of scientists (MPAx)												Grand Total
	CASS			GPRO			SASS			VISC			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS							1		1	1	2	3	4
BE										21	15	36	36
DG					1	1				7		7	8
EN													
EP	1		1	1		1	25	2	27	9	6	15	44
FAP													
HR													
HSE										6	1	7	7
IPT													
IR							1		1				1
IT							1		1				1
PF													
RCS										1		1	1
SCE													
SY										23	21	44	44
TE										5		5	5
TH	3		3	2	1	3	9	1	10	363	69	432	448
Total	4	0	4	3	2	5	37	3	40	436	114	550	599

Dept.	MPA for training (MPAt)															Grand Total
	ADMI			DOCT			TECH			TRNE			APPR			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	2		2	3		3	1		1	1		1				7
BE	5		5	43	1	44	26		26	22		22				97
DG																
EN				4		4	11		11	15	1	16				31
EP	1		1	108	3	111	52		52	16		16				181
FAP							1		1	1		1				2
HR	3		3										1		1	4
HSE	1		1	5		5	3		3	2		2				11
IPT	1		1	1		1				3		3				5
IR	5		5	3		3	3		3	5		5				16
IT	2		2	8	1	9	21		21	5		5				37
PF							1		1							1
RCS	2		2	2		2				1		1	3		3	8
SCE							1		1	2		2				3
SY				35		35	19		19	20	1	21				75
TE	3		3	23		23	19		19	25		25	18	1	19	89
TH																
Total	25	0	25	235	5	240	158	0	158	118	2	120	22	1	23	567

Table 2: Evolution in the Number of Staff Members, Fellows and MPA over the last 5 Years (2017 – 2021)

Year	MPE						MPA						Grand Total	
	Staff Members		Fellows		Total		MPA (excl. Users)		Users		Total			
	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ
2017	2,633	73	807	57	3,440	130	1,856	119	12,231	425	14,087	544	17,527	674
2018	2,667	34	839	32	3,506	66	1,868	12	12,569	338	14,437	350	17,943	416
2019	2,660	-7	770	-69	3,430	-76	1,805	-63	12,427	-142	14,232	-205	17,662	-281
2020	2,635	-25	756	-14	3,391	-39	1,687	-118	11,400	-1,027	13,087	-1,145	16,478	-1,184
2021	2,676	41	783	27	3,459	68	1,556	-131	11,175	-225	12,731	-356	16,190	-288

Figure 2a: Evolution in the Number of Staff Members, Fellows and MPA (excl. Users) over the last 10 Years (2012 – 2021)

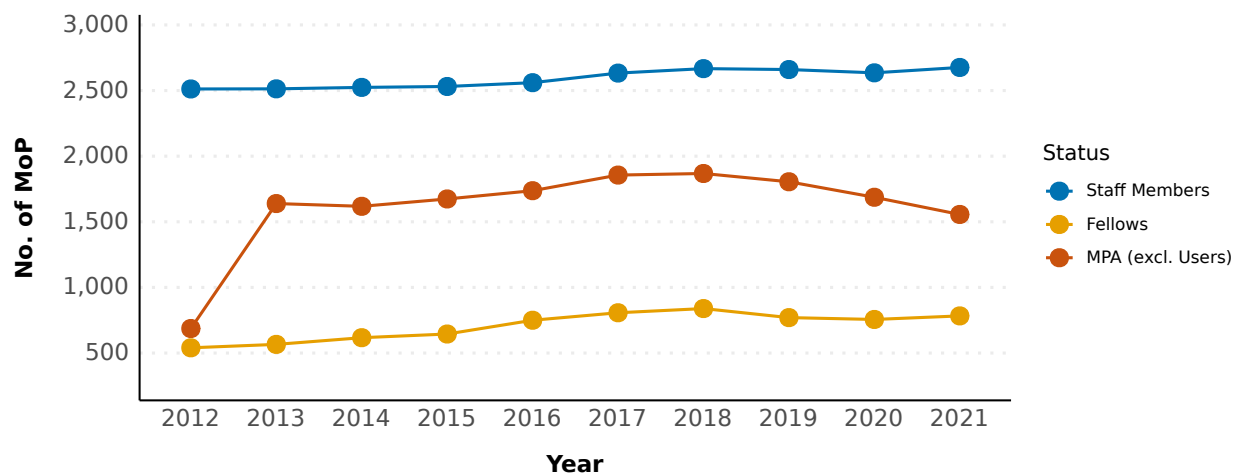
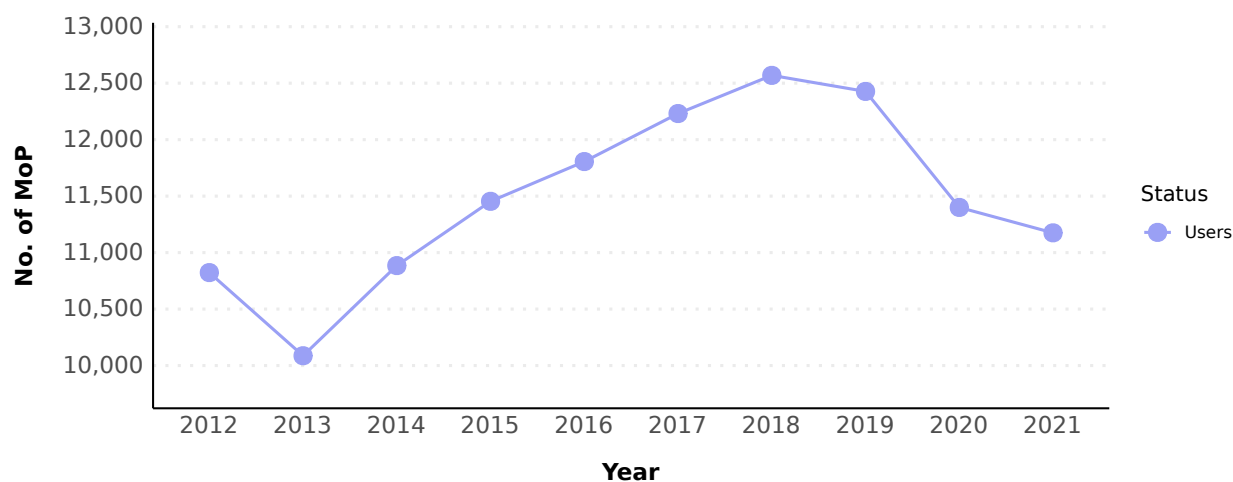


Figure 2b: Evolution in the Number of Users over the last 10 Years (2012 – 2021)



The scale has been adjusted for better readability.

Note: The increase in “MPA (excl. Users)” observed between 2012 and 2013 is due primarily to the categorisation of our personnel statuses with the introduction of MPAC, MPAX, MPAT.

2 Contractual Situation

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2021

Professional Category			Status Group											
			Staff Members			Fellows			MPA (excl. Users)			Users		
			F	M	Total	F	M	Total	F	M	Total	F	M	Total
1	Research Physicists	HC %	11 12.64	76 87.36	87 3.25	24 25.26	71 74.74	95 12.13	96 13.04	640 86.96	736 47.30	1,931 20.60	7,444 79.40	9,375 83.89
2	Scientific & Eng. work	HC %	149 12.22	1,070 87.78	1,219 45.55	123 22.95	413 77.05	536 68.45	170 23.71	547 76.29	717 46.08	131 11.35	1,023 88.65	1,154 10.33
3	Technical work	HC %	55 6.52	789 93.48	844 31.54	20 18.52	88 81.48	108 13.79	2 5.71	33 94.29	35 2.25	59 10.10	525 89.90	584 5.23
4	Manual work	HC %	2 3.77	51 96.23	53 1.98				2 10.53	17 89.47	19 1.22	2 100.00		2 0.02
5a	Prof. Admin. work	HC %	100 52.63	90 47.37	190 7.10	25 69.44	11 30.56	36 4.60	12 75.00	4 25.00	16 1.03	41 75.93	13 24.07	54 0.48
5b/5c	Office and Admin. work	HC %	243 85.87	40 14.13	283 10.58	7 87.50	1 12.50	8 1.02	30 90.91	3 9.09	33 2.12	5 83.33	1 16.67	6 0.05
Total		HC %	560 20.93	2,116 79.07	2,676 100.00	199 25.42	584 74.58	783 100.00	312 20.05	1,244 79.95	1,556 100.00	2,167 19.39	9,008 80.61	11,175 100.00

Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2021

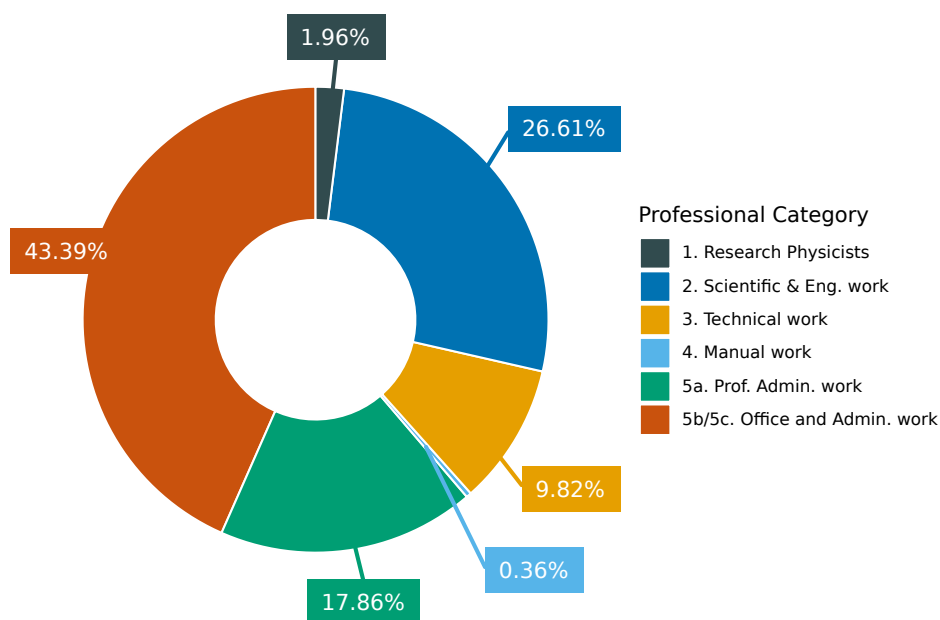
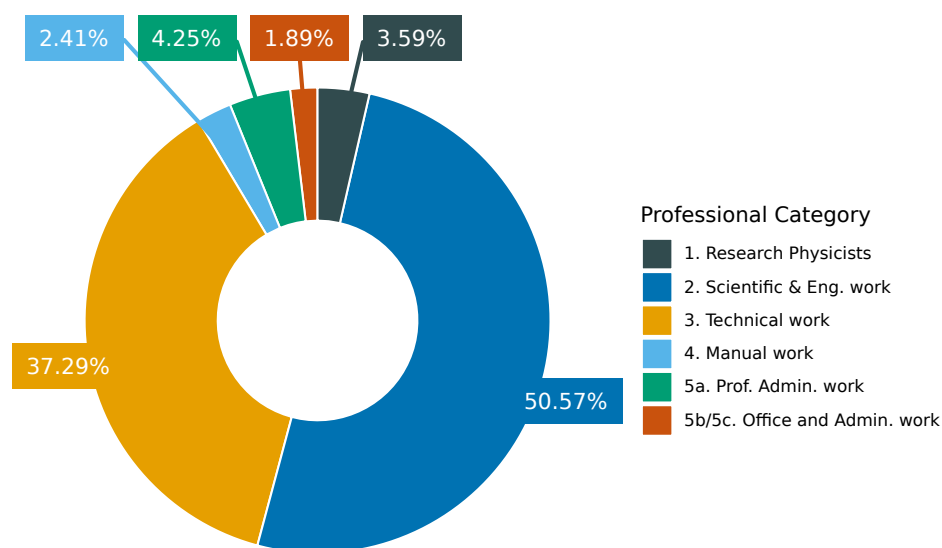
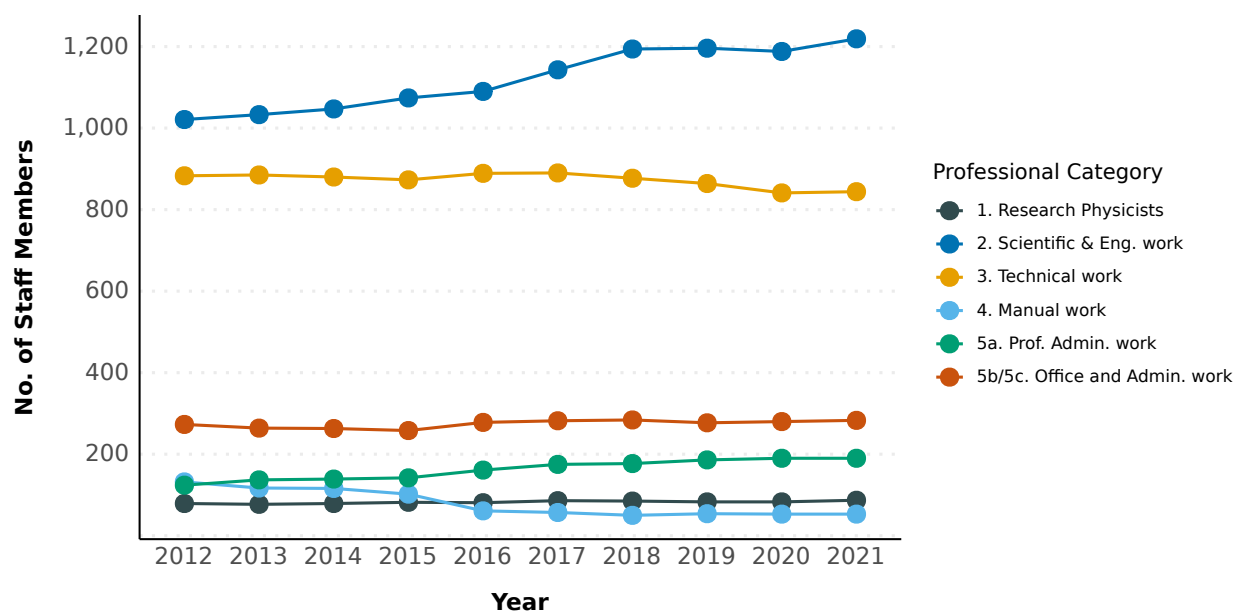


Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2021**Table 4:** Staff Members by Professional Category over the last 10 Years (2012 – 2021)

Professional Category	Year									
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
1 Research Physicists	79	77	79	82	81	86	85	83	83	87
2 Scientific & Eng. work	1,021	1,033	1,047	1,074	1,090	1,143	1,194	1,196	1,188	1,219
3 Technical work	883	885	880	873	889	890	877	864	841	844
4 Manual work	132	117	116	102	61	57	50	54	53	53
5a Prof. Admin. work	124	137	139	142	161	175	177	186	190	190
5b/5c Office and Admin. work	273	264	263	258	278	282	284	277	280	283
Total	2,512	2,513	2,524	2,531	2,560	2,633	2,667	2,660	2,635	2,676

Table 5: Staff Members by Professional Category and Benchmark Job Range – 31.12.2021

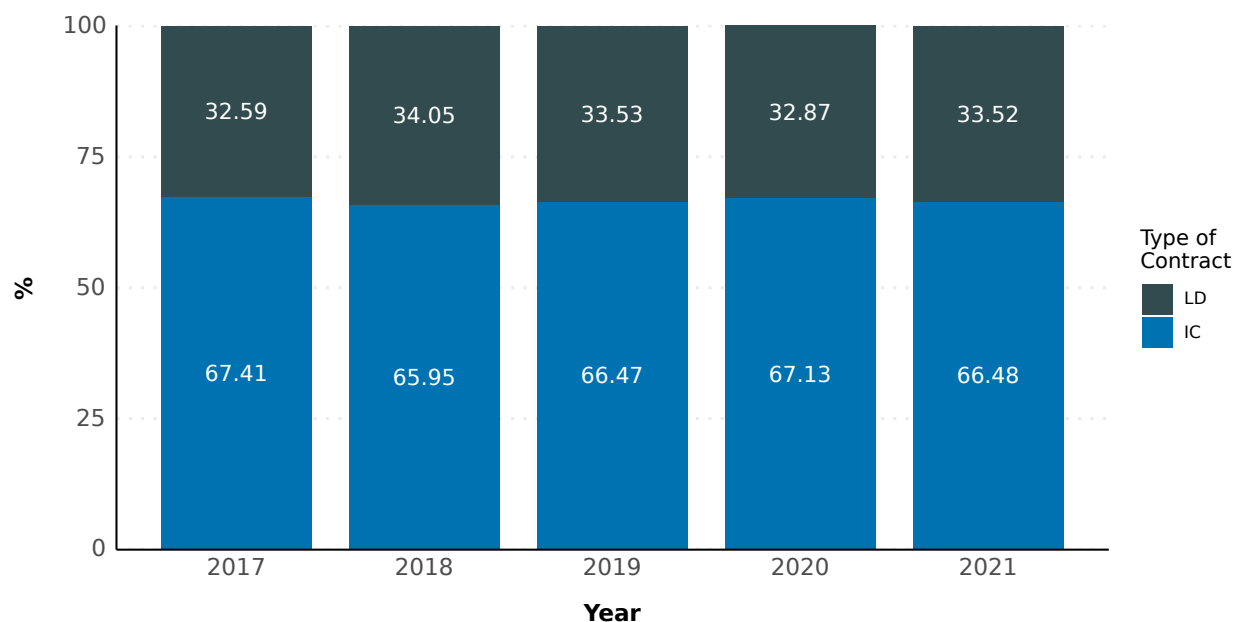
Benchmark Job Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
1-2-(3)				2		1	3	0.11
2-3-(4)				51			51	1.91
3-4-(5)			471			177	648	24.22
4-5-(6)			373			105	478	17.86
6-7-(8)	62	1,046			160		1,268	47.38
9-(10)	25	173			30		228	8.52
Total	87	1,219	844	53	190	283	2,676	100.00

Figure 4: Staff Members by Professional Category over the last 10 Years (2012 – 2021)**Table 6:** Staff Members by Professional Category and Type of Contract – 31.12.2021

Professional Category	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	%
1 Research Physicists	45	51.72	42	48.28	87	3.25
2 Scientific & Eng. work	371	30.43	848	69.57	1,219	45.55
3 Technical work	275	32.58	569	67.42	844	31.54
4 Manual work	36	67.92	17	32.08	53	1.98
5a Prof. Admin. work	60	31.58	130	68.42	190	7.10
5b/5c Office and Admin. work	110	38.87	173	61.13	283	10.58
Total	897	33.52	1,779	66.48	2,676	100.00

Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2017 – 2021)

Year	Type of Contract	Professional Category												Total		Grand Total
		1		2		3		4		5a		5b/5c				
		Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work				
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	
2017	LD IC	43	50.00	343	30.01	274	30.79	35	61.40	57	32.57	106	37.59	858	32.59	2,633
		43	50.00	800	69.99	616	69.21	22	38.60	118	67.43	176	62.41	1,775	67.41	
2018	LD IC	44	51.76	383	32.08	285	32.50	31	62.00	57	32.20	108	38.03	908	34.05	2,667
		41	48.24	811	67.92	592	67.50	19	38.00	120	67.80	176	61.97	1,759	65.95	
2019	LD IC	41	49.40	375	31.35	276	31.94	37	68.52	58	31.18	105	37.91	892	33.53	2,660
		42	50.60	821	68.65	588	68.06	17	31.48	128	68.82	172	62.09	1,768	66.47	
2020	LD IC	41	49.40	358	30.13	266	31.63	37	69.81	61	32.11	103	36.79	866	32.87	2,635
		42	50.60	830	69.87	575	68.37	16	30.19	129	67.89	177	63.21	1,769	67.13	
2021	LD IC	45	51.72	371	30.43	275	32.58	36	67.92	60	31.58	110	38.87	897	33.52	2,676
		42	48.28	848	69.57	569	67.42	17	32.08	130	68.42	173	61.13	1,779	66.48	

Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2017 – 2021)**Table 8:** Staff Members on LD Contracts granted an IC Contract with a starting date in 2021 by Professional Category

Professional Category						Total
1	2	3	4	5a	5b/5c	
Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
2	31	14	2	5	5	59

Table 9: Staff Members with LD Extensions by Professional Category as of 31.12.2021

	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
No. of eligible as at 31.12.2020 *	7	45	34	1	9	16	112
No. of extended as at 31.12.2021 **	2	36	29		6	15	88

* Staff Members on LD contracts in their 5th year on 31st December 2020.

** Staff Members on LD contracts in their 6th year on 31st December 2021.

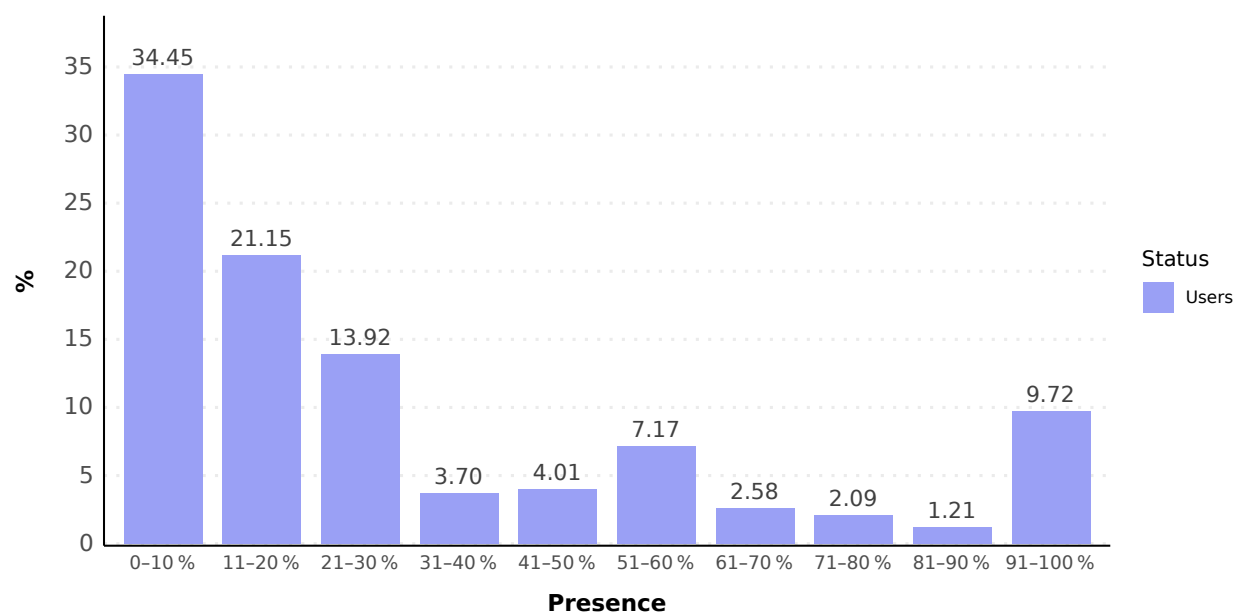
Table 10: Number of Fellows by Category – 31.12.2021

Category		
	HC	%
CERN	688	87.87
Marie Skłodowska-Curie	8	1.02
Tech. Training Experience	87	11.11
Total	783	100.00

Table 11: Users by Professional Category and Yearly Presence in % at CERN – 31.12.2021

Presence	Professional Category						Total
	1	2	3	4	5a	5b/5c	
% at CERN	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC
0–10 %	3,165	463	200		19	3	3,850
11–20 %	2,023	216	119	1	5		2,364
21–30 %	1,336	132	85	1	2		1,556
31–40 %	376	23	13		1		413
41–50 %	385	38	21		4		448
51–60 %	680	75	41		5		801
61–70 %	223	34	30		1		288
71–80 %	205	15	14				234
81–90 %	121	9	4		1		135
91–100 %	861	149	57		16	3	1,086
Total	9,375	1,154	584	2	54	6	11,175
%	83.89	10.33	5.23	0.02	0.48	0.05	100.00

* For consistency of statistics CERN professional categorisation is applied to Users, but the work they do at CERN is work performed for their Home Institute.

Figure 6: Users by Yearly Presence in % at CERN – 31.12.2021

3 Working Conditions

Table 12: Staff Members by Professional Category and Weekly Working Hours* – 31.12.2021

Working Hours	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
Weekly	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
20		9	8		4	5	26	0.97
24	1	3	2		2	1	9	0.34
26			2				2	0.07
28	1	5	2			2	10	0.37
30		1	1				2	0.07
32		8	6	1	2	10	27	1.01
34						1	1	0.04
36	1	11	7		5	13	37	1.38
40	84	1,182	816	52	177	251	2,562	95.74
Total	87	1,219	844	53	190	283	2,676	
%	3.25	45.55	31.54	1.98	7.10	10.58		100.00

*Including 21 Staff Members on PRP (Progressive Retirement Programme).

Table 13a: Telework taken during 2021 by Staff Members in post on 31.12.2021 by Professional Category and Gender

Professional Category	Headcount (by % of time teleworked and gender)												Total	Teleworked
	0%		(0–20]%		(20–40]%		(40–60]%		(60–80]%		>80%			
	F	M	F	M	F	M	F	M	F	M	F	M	HC	% of HC
1 Research Physicists	1	8	1	16	3	17	3	13	2	19	1	3	87	89.66
2 Scientific & Eng. work	3	40	34	263	47	243	31	215	28	258	6	51	1,219	96.47
3 Technical work	6	159	25	395	11	117	8	64	4	46	1	8	844	80.45
4 Manual work	2	51											53	
5a Prof. Admin. work	3	7	8	14	10	11	39	18	35	36	5	4	190	94.74
5b/5c Office & Admin. work	6	2	29	14	40	8	57	3	101	12	10	1	283	97.17
Total	21	267	97	702	111	396	138	313	170	371	23	67	2,676	
% Total	0.78	9.98	3.62	26.23	4.15	14.80	5.16	11.70	6.35	13.86	0.86	2.50	100.00	89.24

Table 13b: Telework taken during 2021 by Fellows in post on 31.12.2021
by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)										Total	Teleworked		
		0%		(0-20]%		(20-40]%		(40-60]%		(60-80]%		>80%			
		F	M	F	M	F	M	F	M	F	M	F	M	HC	% of HC
1	Research Physicists	2	17	7	18	3	9	7	15	4	11	1	1	95	80.00
2	Scientific & Eng. work	1	31	39	114	29	81	24	85	27	84	3	18	536	94.03
3	Technical work	2	14	10	49	4	10		7	4	6		2	108	85.19
4	Manual work														
5a	Prof. Admin. work		1	5	4	6	3	8	1	6	2			36	97.22
5b/5c	Office & Admin. work					2		3		2	1			8	100.00
Total		5	63	61	185	44	103	42	108	43	104	4	21	783	91.32
% Total		0.64	8.05	7.79	23.63	5.62	13.15	5.36	13.79	5.49	13.28	0.51	2.68	100.00	

Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2021

Gender		Saved Leave					Grand Total
		No Slices Taken	1 Slice (5.5 days)	2 Slices (11 days)	3 Slices (16.5 days)	4 Slices (22 days)	
Female	HC	217	118	54	21	150	560
	%	38.75	21.07	9.64	3.75	26.79	100.00
Male	HC	1,096	558	181	41	240	2,116
	%	51.80	26.37	8.55	1.94	11.34	100.00
	Total	1,313	676	235	62	390	2,676
	%	49.07	25.26	8.78	2.32	14.57	100.00

4 Age and Seniority

Table 15: Staff Members by Age Range over the last 10 Years (2012 – 2021)

Age Range	Year		
	2011	2016	2021
≤25	31	13	11
26–30	154	156	111
31–35	349	314	344
36–40	415	445	399
41–45	442	419	429
46–50	384	432	419
51–55	294	382	422
56–60	222	275	370
61–65	133	124	171
>65			
Total	2,424	2,560	2,676

Figure 7: Staff Members by Age Range over the last 10 Years (2012 – 2021)

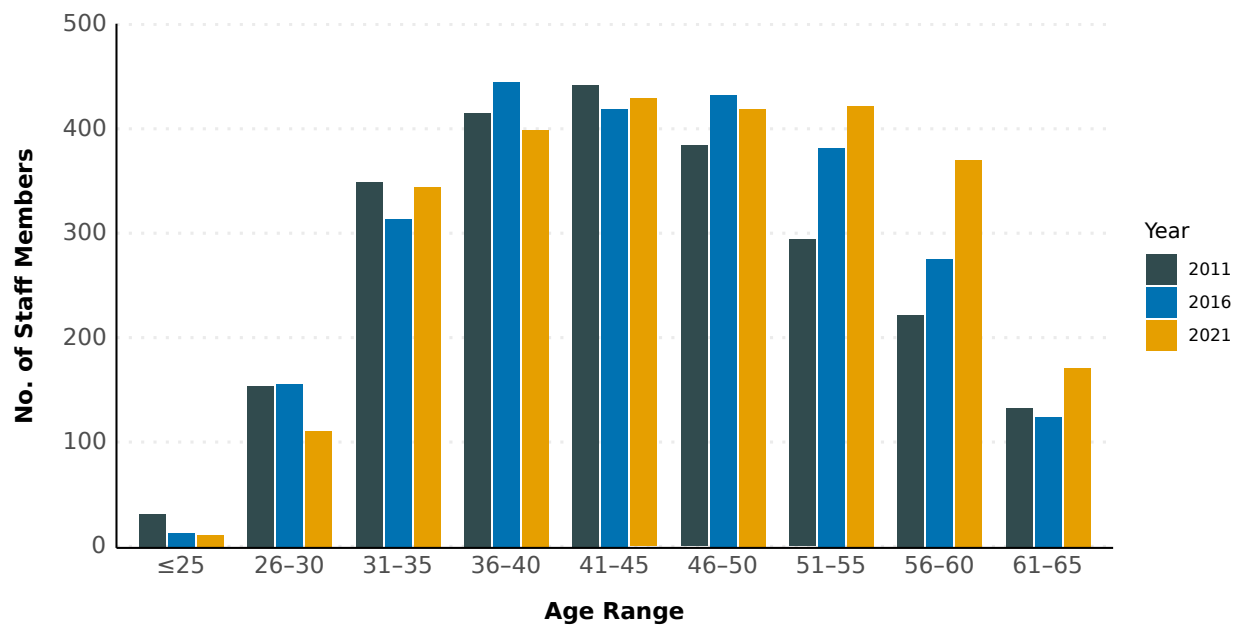


Table 16: Staff Members by Age Range and Professional Category – 31.12.2021

Age Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
≤25		1	10				11	0.41
26–30		43	42	2	2	22	111	4.15
31–35	21	154	114	5	15	35	344	12.86
36–40	25	179	129	11	25	30	399	14.91
41–45	8	193	128	19	27	54	429	16.03
46–50	3	180	140	8	38	50	419	15.66
51–55	10	200	129	4	34	45	422	15.77
56–60	10	182	109	3	32	34	370	13.83
61–65	10	87	43	1	17	13	171	6.39
>65								0.00
Total	87	1,219	844	53	190	283	2,676	100.00
Average Age	44.59	46.39	45.23	43.23	48.49	45.29	45.94	

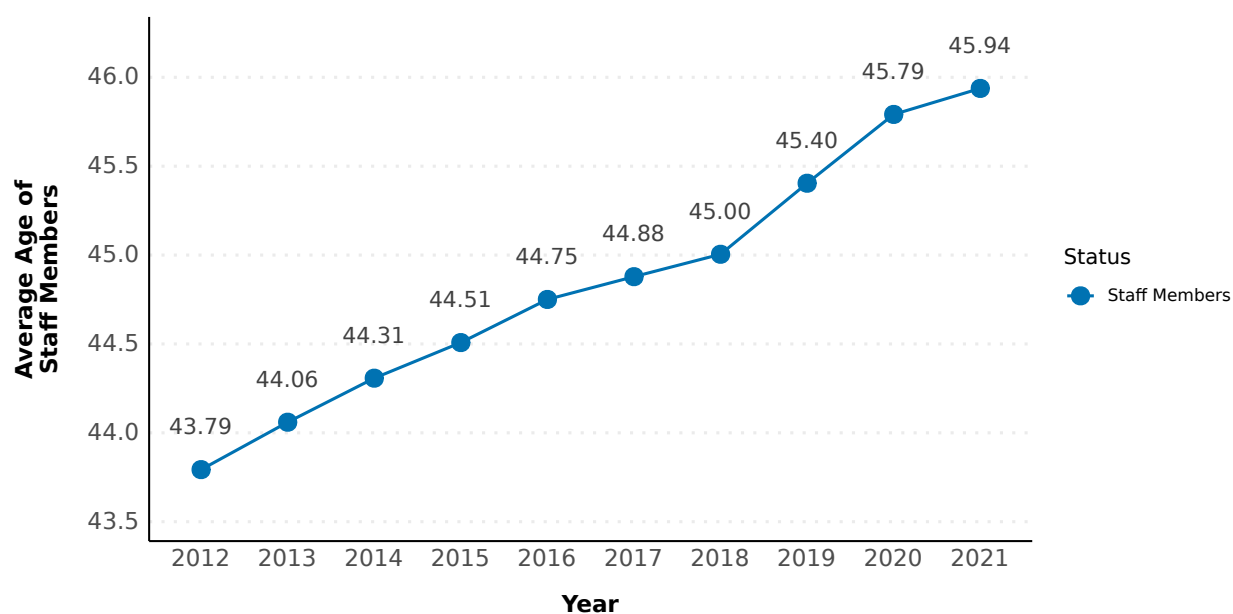
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2012 – 2021)

Table 17: Staff Members by Professional Category and Years of Service – 31.12.2021

Completed Years of Service in 2021	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0–4	45	294	203	20	50	74	686	25.64
5–9	13	204	132	19	27	55	450	16.82
10–14	3	135	115	4	19	23	299	11.17
15–19	7	153	204	7	23	81	475	17.75
20–24	6	213	89	2	27	24	361	13.49
25–29	11	140	65	1	26	9	252	9.42
30–34	2	55	17		10	7	91	3.40
≥35		25	19		8	10	62	2.32
Total	87	1,219	844	53	190	283	2,676	100.00
Average Years of Service	9.20	14.21	13.13	7.74	14.73	12.37	13.42	

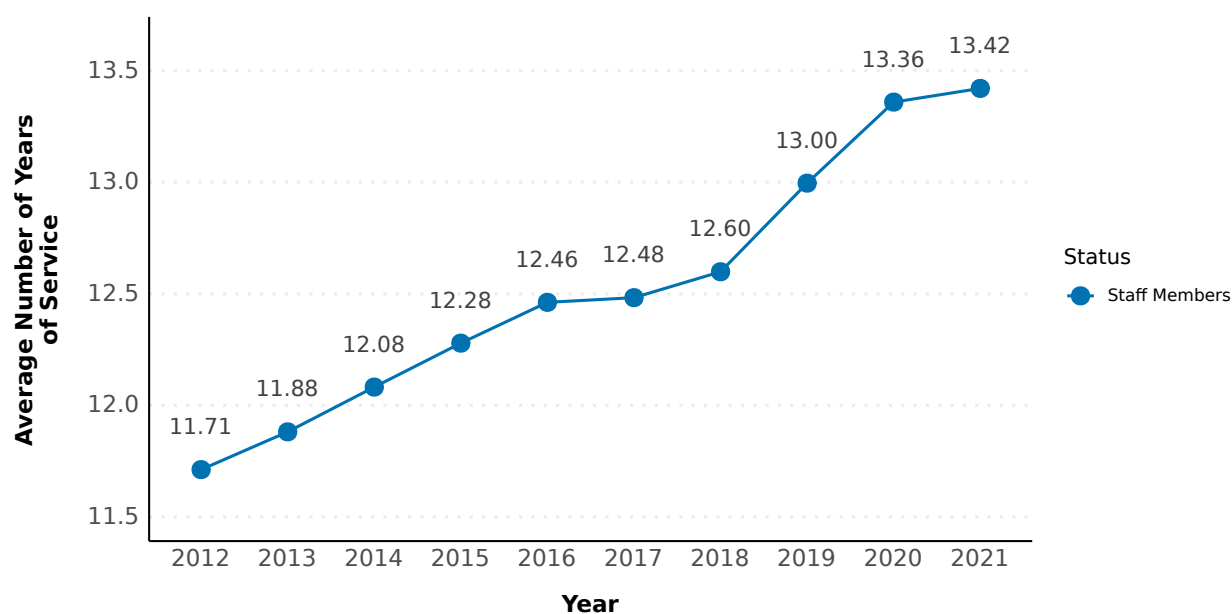
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2012 – 2021)

Table 18a: Staff Members by Type of Contract, Work Time and Years of Service – 31.12.2021

Years of Service	Type of Contract						Grand Total	
	Limited Duration Contract			Indefinite Contract				
	Full Time	Part Time	Total	Full Time	Part Time	Total	HC	%
0–4	672	5	677	9		9	686	25.64
5–9	219	1	220	230		230	450	16.82
10–14				287	12	299	299	11.17
15–19				448	27	475	475	17.75
20–24				333	28	361	361	13.49
25–29				237	15	252	252	9.42
30–34				84	7	91	91	3.40
≥35				43	19	62	62	2.32
Total	891	6	897	1,671	108	1,779	2,676	100.00

Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2021

Years of Service	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0	13	69	46	5	9	20	162	18.06
1	9	42	27	2	6	17	103	11.48
2	4	38	30	9	12	11	104	11.59
3	7	71	44	1	9	9	141	15.72
4	8	72	55	3	12	17	167	18.62
5	2	36	29		6	15	88	9.81
6	2	29	31	6	3	9	80	8.92
7		14	13	10	3	12	52	5.80
Total	45	371	275	36	60	110	897	100.00

Table 19: Fellows and MPAs by Age Range – 31.12.2021

Age Range	MPE		MPA								Grand Total	
	Fellows		MPA int. coll. excl. Users		MPA exch. scient.		MPA training		Users			
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
≤25	138	17.62	47	12.05	2	0.33	281	49.56	650	5.82	1,118	8.27
26–30	327	41.76	79	20.26	12	2.00	245	43.21	1,966	17.59	2,629	19.45
31–35	241	30.78	63	16.15	61	10.18	31	5.47	1,413	12.64	1,809	13.39
36–40	60	7.66	46	11.79	76	12.69	7	1.23	1,192	10.67	1,381	10.22
41–45	13	1.66	40	10.26	88	14.69			1,049	9.39	1,190	8.81
46–50	1	0.13	25	6.41	79	13.19	3	0.53	1,010	9.04	1,118	8.27
51–55	3	0.38	30	7.69	66	11.02			1,046	9.36	1,145	8.47
56–60			31	7.95	65	10.85			986	8.82	1,082	8.01
61–65			19	4.87	50	8.35			762	6.82	831	6.15
>65			10	2.56	100	16.69			1,101	9.85	1,211	8.96
Total	783	100.00	390	100.00	599	100.00	567	100.00	11,175	100.00	13,514	100.00

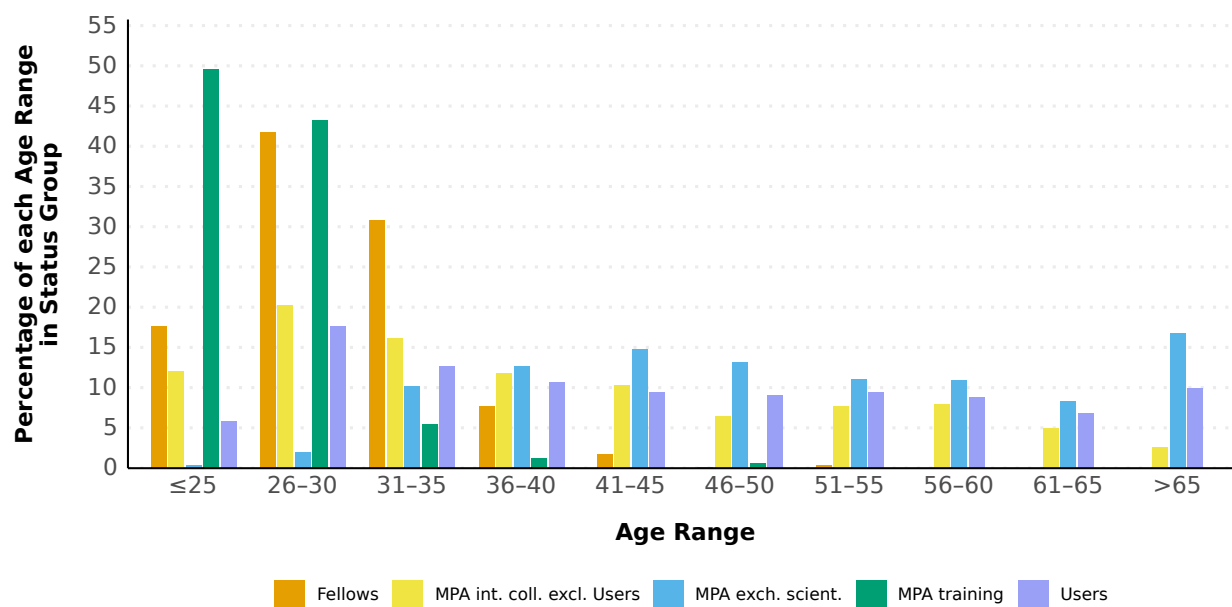
Figure 10: Fellows and MPA by Age Range over the last 10 Years (2012 – 2021)

Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2021

Status	Type of Contract	Professional Category						Average Age
		1	2	3	4	5a	5b/5c	
		Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Staff Members	LD	37.76	36.65	36.27	40.17	40.67	37.99	37.16
	IC	51.90	50.66	49.56	49.71	52.11	49.94	50.36
Fellows		32.93	29.94	26.56		29.44	27.50	29.79
MPA int. coll.		43.96	44.48	47.23	56.00	48.90	35.86	44.22
MPA exch. scient.		51.01	50.18	35.00		51.00		50.94
MPA training		26.00	26.11	24.00	17.74	28.20	24.56	25.77

Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2017 – 2021)

Age Range	Year				
	2017	2018	2019	2020	2021
≤25	1,240	1,363	1,245	713	650
26–30	2,289	2,302	2,247	2,056	1,966
31–35	1,599	1,639	1,613	1,477	1,413
36–40	1,190	1,244	1,254	1,194	1,192
41–45	1,108	1,100	1,112	1,056	1,049
46–50	1,106	1,109	1,078	1,056	1,010
51–55	1,069	1,094	1,083	1,023	1,046
56–60	940	975	987	1,005	986
61–65	687	716	767	755	762
>65	1,003	1,027	1,041	1,065	1,101
Total	12,231	12,569	12,427	11,400	11,175

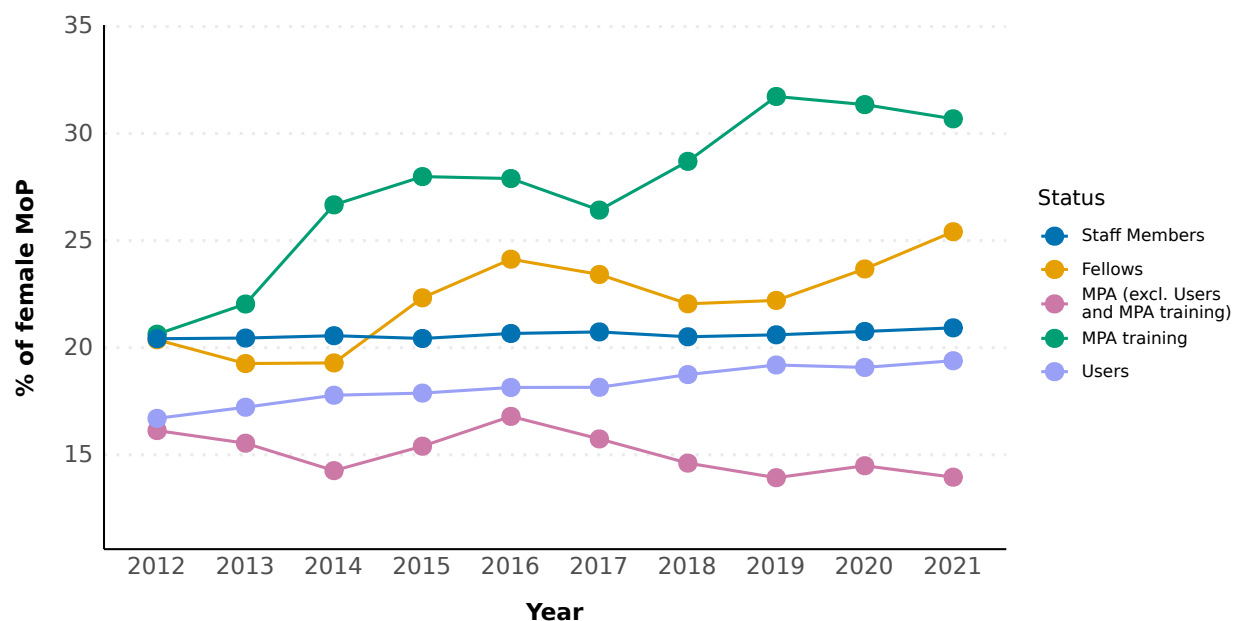
5 Gender

Table 22a: Number and Proportion of Female MPE by Department/Unit and Status – 31.12.2021

Dept.	Status						Grand Total		
	Staff Members			Fellows			Total MPE		
	F	Total	% F	F	Total	% F	F	Total	% F
ATS	9	26	34.62	5	5	100.00	14	31	45.16
BE	37	308	12.01	19	77	24.68	56	385	14.55
DG	26	40	65.00		1		26	41	63.41
EN	38	327	11.62	11	45	24.44	49	372	13.17
EP	92	514	17.90	50	228	21.93	142	742	19.14
FAP	38	83	45.78	6	24	25.00	44	107	41.12
HR	68	79	86.08	2	4	50.00	70	83	84.34
HSE	32	168	19.05	15	38	39.47	47	206	22.82
IPT	26	57	45.61	6	8	75.00	32	65	49.23
IR	32	52	61.54	11	18	61.11	43	70	61.43
IT	31	216	14.35	16	91	17.58	47	307	15.31
PF	14	23	60.87		2		14	25	56.00
RCS	12	24	50.00	3	6	50.00	15	30	50.00
SCE	29	98	29.59	5	12	41.67	34	110	30.91
SY	34	328	10.37	24	106	22.64	58	434	13.36
TE	36	312	11.54	20	82	24.39	56	394	14.21
TH	6	21	28.57	6	36	16.67	12	57	21.05
Total	560	2,676	20.93	199	783	25.42	759	3,459	21.94

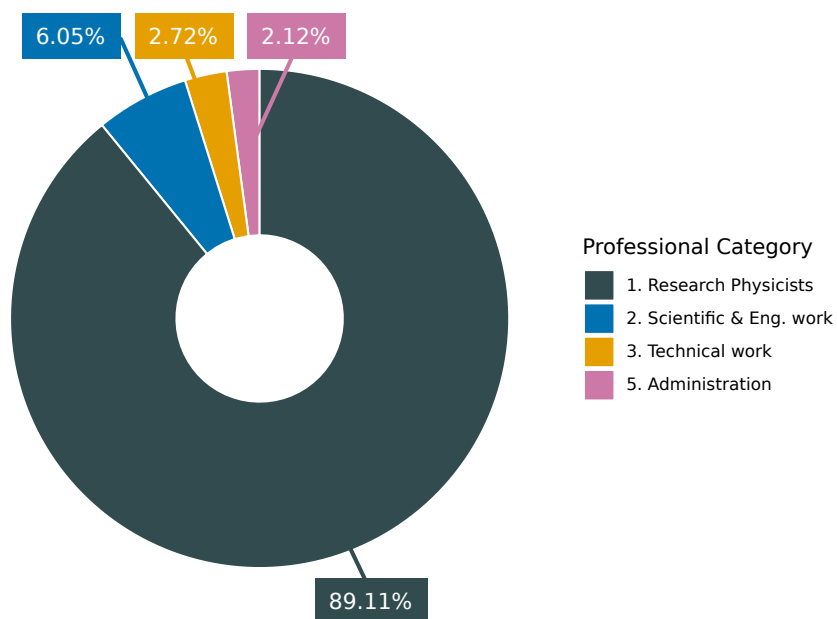
Table 22b: Number and Proportion of Female MPA by Department/Unit and Status – 31.12.2021

Dept.	Status									Grand Total		
	MPA int. coll.			MPA exch. scient.			MPA training			Total MPA		
	F	Total	% F	F	Total	% F	F	Total	% F	F	Total	% F
ATS	6	14	42.86	1	4	25.00	5	7	71.43	12	25	48.00
BE	4	43	9.30	2	36	5.56	29	97	29.90	35	176	19.89
DG					8						8	
EN	4	14	28.57				6	31	19.35	10	45	22.22
EP	2,178	11,268	19.33	9	44	20.45	54	181	29.83	2,241	11,493	19.50
FAP	1	12	8.33				1	2	50.00	2	14	14.29
HR							3	4	75.00	3	4	75.00
HSE	6	13	46.15	1	7	14.29	3	11	27.27	10	31	32.26
IPT	1	2	50.00				4	5	80.00	5	7	71.43
IR	4	5	80.00	1	1	100.00	11	16	68.75	16	22	72.73
IT	11	93	11.83		1		10	37	27.03	21	131	16.03
PF								1			1	
RCS					1		4	8	50.00	4	9	44.44
SCE	2	5	40.00				1	3	33.33	3	8	37.50
SY	5	22	22.73	5	44	11.36	19	75	25.33	29	141	20.57
TE	9	57	15.79		5		24	89	26.97	33	151	21.85
TH		17		55	448	12.28				55	465	11.83
Total	2,231	11,565	19.29	74	599	12.35	174	567	30.69	2,479	12,731	19.47

Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2012 – 2021)**Table 23:** Staff Members by Gender and Type of Contract – 31.12.2021

Gender	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	% Gender
Female	196	35.00	364	65.00	560	20.93
Male	701	33.13	1,415	66.87	2,116	79.07
Total	897	33.52	1,779	66.48	2,676	100.00

Figure 12: Female Users by Professional Category – 31.12.2021



6 Nationality

Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2021

Nationality	International Benefits Status				Grand Total	
	International		Non-international			
	HC	%	HC	%	HC	%
AT	56	3.09			56	2.09
BE	95	5.23	5	0.58	100	3.74
BG	14	0.77			14	0.52
CH	83	4.57	133	15.45	216	8.07
CY	2	0.11			2	0.07
CZ	9	0.50	1	0.12	10	0.37
DE	167	9.20	4	0.46	171	6.39
DK	15	0.83	2	0.23	17	0.64
ES	156	8.60	13	1.51	169	6.32
FI	30	1.65	1	0.12	31	1.16
FR	322	17.74	657	76.31	979	36.58
GB	183	10.08	13	1.51	196	7.32
GR	57	3.14			57	2.13
HR	1	0.06			1	0.04
HU	16	0.88	1	0.12	17	0.64
IN	4	0.22	1	0.12	5	0.19
IT	304	16.75	19	2.21	323	12.07
LT	2	0.11			2	0.07
NL	59	3.25	3	0.35	62	2.32
NO	18	0.99			18	0.67
PK	2	0.11			2	0.07
PL	86	4.74			86	3.21
PT	56	3.09	4	0.46	60	2.24
RO	21	1.16	2	0.23	23	0.86
RS	6	0.33			6	0.22
SE	24	1.32	1	0.12	25	0.93
SI	1	0.06			1	0.04
SK	13	0.72	1	0.12	14	0.52
TR	2	0.11			2	0.07
UA	3	0.17			3	0.11
NMS	8	0.44			8	0.30
Total	1,815	100.00	861	100.00	2,676	100.00

Table 25: Staff Members by Nationality, Professional Category and Gender – 31.12.2021

Nationality	Professional Category										Grand Total	
	1		2		3		4		5a		5b/5c	
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total
AT		4	5	43	1	4			1	4	1	1
BE		2	3	47	3	28			5	16	6	7
BG			2	10		1			1	2	1	1
CH	1	5	12	92	4	59	1		8	16	37	43
CY		1	1	1								
CZ			2	7		1	1				1	1
DE	3	19	6	120	2	14	4		5	10	4	4
DK		2		7		5			1	1	2	2
ES		3	23	111	5	36	5		6	7	6	7
FI			1	10		7	5			4	5	5
FR	2	7	32	216	25	515	23		42	65	125	153
GB	1	10	6	85	5	54	2	4	15	26	16	17
GR		2	6	37		9			2	4	5	5
HR				1								
HU			2	12		3					1	2
IN			2	4						1		
IT	3	18	32	227	2	45	3		5	15	15	15
LT				1							1	1
NL		3	1	34	3	17	1		2	6	1	1
NO		1		3	1	10	1			2	1	1
PK				1						1		
PL	1	1	7	65	1	13			2	3	3	4
PT		2	3	39		9	2		4	5	2	3
RO				14	1	4					5	5
RS		1	1	3		2						
SE			1	14		4	3		1	2	2	2
SI						1						
SK				11							3	3
TR					1	2						
UA			1	2	1	1						
NMS		6		2								
Total	11	87	149	1,219	55	844	2	53	100	190	243	283
											560	2,676

Table 26: Staff Members by Nationality, Grade and Gender – 31.12.2021

Nationality	Grade										Grand Total	
	01	02	03	04	05	06	07	08	09	10		
	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total
AT			1	1 2	1 2	1 12	10	4 18	1 9	2	8	56
BE				3 8	2 17	7 25	3 17	2 18	13	2	17	100
BG			1 1		1	4	3 5	3			4	14
CH			12 20	14 37	13 38	10 32	5 39	8 34	14	2	62	216
CY						1 1				1	1	2
CZ			2	1 1		2 7					3	10
DE		1	2 2	2 9	2 5	9 46	2 36	2 35	1 30	7	20	171
DK			1 2	1 1	2	5	4	1		1 1	3	17
ES		3	3 14	5 16	2 13	11 57	12 35	4 22	3 7	2	40	169
FI		5	2 2	3	2 6	2 7	2	3	3		6	31
FR		7	31 127	80 307	28 217	38 146	20 72	19 73	8 25	2 5	226	979
GB		1 3	6 12	4 23	10 31	10 41	8 30	3 30	3 20	6	45	196
GR			4 6	1 4	4	6 28	1 6	5	2	1 2	13	57
HR						1						1
HU			2	1 2	1	4	1 7		1 1		3	17
IN						1 3		1	1 1		2	5
IT		1	5 12	8 23	3 22	15 90	10 67	9 54	6 44	1 10	57	323
LT			1 1			1					1	2
NL			2 3	1	2 14	12	1 12	1 11	8	1 1	7	62
NO		1	5	3	2 3	1	1	3		1	2	18
PK						1						2
PL			1 5	8	3 4	5 36	4 18	1 14		1	14	86
PT			2	1 7	1 5	3 23	1 13	2 8	1 2		9	60
RO			2 2	2 4	2 3	10	3	1			6	23
RS			1		1	1 4					1	6
SE		2	3	1 2	1 2	2	1 3	1 7	4		4	25
SI					1							1
SK			1 1	2 2		1	4	6			3	14
TR				1 2							1	2
UA			1 1			1 2					2	3
NMS						6	1	1				8
Total	0 0	1 23	75 227	128 465	74 392	123 608	72 386	56 348	25 184	6 43	560 2,676	

Table 27: Staff Members by Nationality, Benchmark Job Range and Gender – 31.12.2021

Nationality	Benchmark Job Range										Grand Total			
	1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)		9-(10)			
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total
AT						2	2	3	5	40	1	11	8	56
BE						2	7	7	8	49		16	17	100
BG						1	1		3	12			4	14
CH				1		22	48	19	21	97		16	62	216
CY									1	1		1	1	2
CZ				1		1	2		2	7			3	10
DE				4		4	7	2	13	112	1	37	20	171
DK						2	3			8	1	2	3	17
ES				5		5	20	6	26	112	3	9	40	169
FI				5		2	3	3	1	11		3	6	31
FR		3		21		103	437	47	66	258	10	30	226	979
GB				2		13	37	8	19	95	3	26	45	196
GR						4	7	1	7	39	1	4	13	57
HR										1				1
HU						1	3		1	11	1	1	3	17
IN									1	4	1	1	2	5
IT				3		8	27	9	33	206	7	54	57	323
LT						1	1			1			1	2
NL				1		3	7	1	2	34	1	9	7	62
NO				1			7	2		5		1	2	18
PK										2				2
PL						1	9	3	10	68		1	14	86
PT				2		1	7	1	6	44	1	2	9	60
RO						4	5	2		14			6	23
RS							1		1	4			1	6
SE				3		2	5		2	12		4	4	25
SI										1				1
SK						1	1	2		11			3	14
TR								1		2			1	2
UA						1	1		1	2			2	3
NMS										8				8
Total	0	3	2	51	182	648	116	478	229	1,268	31	228	560	2,676

Table 28: Other Members of the Personnel by Nationality and Status – 31.12.2021

Nationality	Fellows		MPA (excl. Users and MPA training)		MPA training		Users		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	15	1.92	7	0.71	22	3.88	80	0.72	124	0.92
BE	9	1.15	7	0.71	4	0.71	91	0.81	111	0.82
BG	2	0.26	10	1.01	2	0.35	66	0.59	80	0.59
CH	23	2.94	25	2.53	30	5.29	196	1.75	274	2.03
CY	2	0.26	3	0.30	1	0.18	12	0.11	18	0.13
CZ	9	1.15	9	0.91	7	1.23	206	1.84	231	1.71
DE	61	7.79	93	9.40	53	9.35	1,048	9.38	1,255	9.29
DK	3	0.38	5	0.51	11	1.94	41	0.37	60	0.44
EE							13	0.12	13	0.10
ES	88	11.24	94	9.50	70	12.35	386	3.45	638	4.72
FI	8	1.02	9	0.91	4	0.71	67	0.60	88	0.65
FR	92	11.75	65	6.57	34	6.00	762	6.82	953	7.05
GB	48	6.13	54	5.46	15	2.65	645	5.77	762	5.64
GR	50	6.39	29	2.93	50	8.82	214	1.91	343	2.54
HR	6	0.77	2	0.20	4	0.71	39	0.35	51	0.38
HU	10	1.28	5	0.51	4	0.71	71	0.64	90	0.67
IL	2	0.26	6	0.61			54	0.48	62	0.46
IN	29	3.70	17	1.72	12	2.12	327	2.93	385	2.85
IT	106	13.54	211	21.33	110	19.40	1,798	16.09	2,225	16.46
LT	9	1.15	1	0.10			22	0.20	32	0.24
LV			2	0.20	3	0.53	13	0.12	18	0.13
NL	5	0.64	6	0.61	13	2.29	148	1.32	172	1.27
NO	14	1.79	7	0.71	12	2.12	49	0.44	82	0.61
PK	3	0.38	10	1.01	6	1.06	52	0.47	71	0.53
PL	52	6.64	49	4.95	41	7.23	298	2.67	440	3.26
PT	38	4.85	50	5.06	20	3.53	98	0.88	206	1.52
RO	17	2.17	5	0.51	7	1.23	134	1.20	163	1.21
RS	11	1.40	5	0.51	3	0.53	46	0.41	65	0.48
SE	8	1.02	9	0.91	4	0.71	56	0.50	77	0.57
SI	1	0.13	4	0.40	2	0.35	32	0.29	39	0.29
SK	9	1.15	3	0.30	3	0.53	115	1.03	130	0.96
TR	6	0.77	4	0.40	6	1.06	156	1.40	172	1.27
UA	9	1.15	3	0.30	6	1.06	81	0.72	99	0.73
NMS	38	4.85	180	18.20	8	1.41	3,759	33.64	3,985	29.49
Total	783	100.00	989	100.00	567	100.00	11,175	100.00	13,514	100.00
%	5.79		7.32		4.20		82.69		100.00	

Table 29a: Users by Nationality and Experiment/Programme – 31.12.2021

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	16	31		2		8	10	4	4	1	4	80
BE	12	49		1	3	2	1	20		2	1	91
BG	4	31	5	4	11			9		2		66
CH	54	46	5	26	13	6	3	2	13	8	20	196
CY	2	7			1	1		1				12
CZ	114	4	25	2	28	5		1	2	6	19	206
DE	367	182	129	79	77	23	17	55	59	10	50	1,048
DK	9	2	14	3	3		3	6			1	41
EE		10									3	13
ES	102	87	7	56	4	26	1	25	29	13	36	386
FI	4	37	4		1	1	1	8	1	2	8	67
FR	238	123	99	65	28	7	30	29	42	39	62	762
GB	277	95	19	109	13	6	12	50	10	36	18	645
GR	89	63	10	4	1	9		6	8	5	19	214
HR	2	16	9		1	2		3	1	2	3	39
HU	7	27	20		8		1	3		1	4	71
IL	44	2		1	1		2				4	54
IN	60	141	77	11	12	1		8	4	5	8	327
IT	423	464	183	178	129	35	25	28	143	97	93	1,798
LT	4	12	2	2			1				1	22
LV	2	10					1					13
NL	52	13	19	37	3	1	2	4	6	2	9	148
NO	22	1	20		1		1	3			1	49
PK	8	27	15				1		1			52
PL	64	36	41	38	58	3	14	22	8	5	9	298
PT	30	7	1	5	13	7	1	13	13	5	3	98
RO	46	8	27	12	10	4		18	2	5	2	134
RS	11	16	1		7			3	1	1	6	46
SE	27	6	5	2			2	8			6	56
SI	19	3		2	1				6		1	32
SK	42	4	33	3	10	1	1	15	1	4	1	115
TR	31	83	8	3	7			3	4	2	15	156
UA	14	15	9	16	14			3	5	1	4	81
NMS	1,321	1,091	372	249	237	29	60	59	138	123	80	3,759
Total	3,517	2,749	1,159	910	695	177	190	409	501	377	491	11,175

Table 29b: Non-Member States Users by Nationality and Experiment/Programme
Top 10 Nationalities – 31.12.2021

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
RU	291	230	147	114	153	16	2	7	16	4	34	1,014
US	328	385	47	27	16	2	18	8	34	92	5	962
CN	206	96	28	56	19	2	1	6	56	7	4	481
JP	108	8	25	2	20	4	13	2	15	3	14	214
CA	86	11	2	1	3	1	10	3	3	3	3	126
KR	4	67	36	3	5		4	1	1		1	122
BR	33	38	9	23			4	1	2	1	1	112
MX	6	31	24	1	5			1	1			69
GE	31	20	1									52
BY	13	21	1		5			1		1	4	46
Total	1,106	907	320	227	226	25	52	30	128	111	66	3,198

Table 30a: Users by Country of Institute and Experiment/Programme – 31.12.2021

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	7	31	3			7	14	3	5		4	74
BE		72			7	2		39	1	1		122
BG		25	3		8			3				39
CH	70	100		58	14	10	7	10	42	18	43	372
CY		9				1						10
CZ	120	1	30		30	8		3	3	10	22	227
DE	412	177	165	78	95	23	13	50	67	4	45	1,129
DK	8		18		3		6	7				42
EE		20									4	24
ES	85	80		47	1	25		19	26	12	33	328
FI		35	6			7		12	2	1	8	71
FR	244	121	110	84	22	5	29	43	39	47	67	811
GB	381	104	20	158	17	4	20	50	14	57	22	847
GR	56	41	6			10		3	5	1	11	133
HR		19	8		1	2		2		2	2	36
HU	1	32	20	1	9			2			4	69
IL	59				1		1				6	67
IN		63	57		5			2			3	130
IT	273	362	164	140	130	30	25	24	124	71	80	1,423
LT		11									1	12
LV		10					1					11
NL	64	3	24	51	1			1	5	1	7	157
NO	29	1	31		1		2	5				69
PK		17	13									30
PL	53	23	43	42	66	4	12	17	5	3	10	278
PT	24	10			15	7		15	13	3	2	89
RO	41		21	11	7	3		16	1	3	2	105
RS	7	14			7			3			5	36
SE	50		10	1		1	1	9			16	88
SI	14			2					5			21
SK	25		21		6			13	1			66
TR	19	68	6		5			3	4	1	16	122
UA		6	10	5	2			2		1		26
NMS	1,475	1,294	370	232	242	28	59	53	139	141	78	4,111
Total	3,517	2,749	1,159	910	695	177	190	409	501	377	491	11,175

Table 30b: Non-Member States Users by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2021

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	635	731	75	43	22	6	12	15	75	130	13	1,757
RU	283	210	142	109	166	17	1	5	1	2	35	971
CN	121	60	23	49	15			5	38		3	314
CA	141				6		25	9	3		5	189
JP	96		28		18	4	13	2	14	2	12	189
KR		66	34		5		5	2			1	113
BR	26	41	9	23			3	1		1	2	106
ZA	38		8					6				52
MX		21	22		4				1			48
TW	11	25			3				6			45
Total	1,351	1,154	341	224	239	27	59	45	138	135	71	3,784

Table 31a: Users by Nationality over the last 10 Years (2012 – 2021)

Nationality	Year									
	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
AT	131	87	94	95	96	107	99	100	86	80
BE	111	103	112	117	117	112	112	114	96	91
BG	86	73	77	80	78	82	78	72	64	66
CH	208	171	189	190	193	197	200	204	194	196
CY					23	24	22	21	19	12
CZ	198	199	223	216	227	240	238	221	202	206
DE	1,248	1,097	1,145	1,194	1,206	1,235	1,255	1,208	1,107	1,048
DK	64	51	57	52	60	63	59	50	41	41
EE										13
ES	363	316	343	351	372	388	421	411	386	386
FI	93	81	81	94	103	98	98	72	71	67
FR	788	716	764	789	787	787	778	774	756	762
GB	674	614	655	651	671	706	746	736	674	645
GR	172	145	171	189	198	209	210	221	211	214
HR								46	42	39
HU	75	65	70	70	68	67	68	78	72	71
IL	60	49	55	54	52	54	57	58	51	54
IN						332	354	370	327	327
IT	1,726	1,619	1,728	1,761	1,813	1,832	1,896	1,887	1,741	1,798
LT							38	31	23	22
LV										13
NL	146	149	146	153	154	154	166	169	154	148
NO	69	60	60	59	58	61	64	62	53	49
PK				54	54	62	66	63	59	52
PL	271	218	258	277	285	316	330	317	292	298
PT	108	94	102	105	106	109	106	97	86	98
RO	120	114	125	134	125	131	131	145	127	134
RS	41	40	41	42	43	51	50	49	46	46
SE	78	72	70	80	83	77	86	75	70	56
SI						32	30	33	30	32
SK	89	86	104	108	119	117	136	129	114	115
TR				160	160	164	152	164	157	156
UA					92	104	107	97	78	81
NMS	3,910	3,868	4,215	4,379	4,463	4,320	4,416	4,353	3,971	3,759
Total	10,829	10,087	10,885	11,454	11,806	12,231	12,569	12,427	11,400	11,175

Table 31b: Non-Member State Users by Nationality over the last 5 Years (2017 – 2021)
Top 10 Nationalities – 31.12.2021

Nationality	Year				
	2017	2018	2019	2020	2021
RU	1,095	1,108	1,129	1,067	1,014
US	1,143	1,150	1,115	1,005	962
CN	485	553	570	521	481
JP	292	288	273	237	214
CA	151	161	161	138	126
KR	168	165	159	139	122
BR	132	126	121	117	112
MX	77	84	81	72	69
GE	44	49	53	51	52
BY	46	45	49	49	46
Total	3,633	3,729	3,711	3,396	3,198

Table 32a: Users by Country of Institute over the last 5 Years (2017 – 2021)

Country of Institute	Year				
	2017	2018	2019	2020	2021
AT	104	96	93	82	74
BE	153	152	147	122	122
BG	44	41	41	37	39
CH	375	380	370	329	372
CY	17	16	13	11	10
CZ	247	258	248	221	227
DE	1,323	1,373	1,282	1,185	1,129
DK	66	56	46	35	42
EE					24
ES	335	375	356	325	328
FI	118	116	87	79	71
FR	867	834	821	794	811
GB	897	952	951	876	847
GR	131	133	154	138	133
HR			41	38	36
HU	58	63	75	67	69
IL	69	73	70	63	67
IN	206	207	186	151	130
IT	1,443	1,528	1,531	1,388	1,423
LT		23	19	13	12
LV					11
NL	161	179	179	166	157
NO	91	89	90	78	69
PK	38	37	39	35	30
PL	288	304	300	272	278
PT	103	97	92	80	89
RO	110	106	116	99	105
RS	36	37	38	35	36
SE	96	104	100	96	88
SI	22	19	21	16	21
SK	79	86	75	66	66
TR	124	117	129	124	122
UA	35	34	36	29	26
NMS	4,595	4,684	4,681	4,350	4,111
Total	12,231	12,569	12,427	11,400	11,175

Table 32b: Non-Member State Users by Country of Institute over the last 5 Years (2017 – 2021)
Top 10 Countries of Institute – 31.12.2021

Country of Institute	Year				
	2017	2018	2019	2020	2021
US	1,968	1,998	1,968	1,839	1,757
RU	1,033	1,040	1,071	1,021	971
CN	266	327	367	334	314
JP	266	258	244	211	189
CA	179	198	210	196	189
KR	151	157	144	132	113
BR	131	120	112	108	106
ZA	74	69	87	57	52
MX	60	59	55	49	48
TW	64	57	55	50	45
Total	4,192	4,283	4,313	3,997	3,784

7 Family Situation

Table 33: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2017 – 2021)

Marital Status*	Year	Personnel Member Code				Grand Total	
		MPE		MPA			
		HC	Δ %	HC	Δ %	HC	Δ %
Married	2017	1,883	1.89	6,159	2.41	8,042	2.29
	2018	1,927	2.34	6,172	0.21	8,099	0.71
	2019	1,907	-1.04	6,068	-1.69	7,975	-1.53
	2020	1,843	-3.36	5,687	-6.28	7,530	-5.58
	2021	1,841	-0.11	5,465	-3.90	7,306	-2.97
Partnership	2017	262	21.86	75	53.06	337	27.65
	2018	297	13.36	114	52.00	411	21.96
	2019	338	13.80	147	28.95	485	18.00
	2020	386	14.20	143	-2.72	529	9.07
	2021	406	5.18	161	12.59	567	7.18
Single	2017	1,295	3.85	7,853	4.99	9,148	4.82
	2018	1,282	-1.00	8,151	3.79	9,433	3.12
	2019	1,185	-7.57	8,017	-1.64	9,202	-2.45
	2020	1,162	-1.94	7,257	-9.48	8,419	-8.51
	2021	1,212	4.30	7,105	-2.09	8,317	-1.21

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

Table 34: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2021

Marital Status*	Gender	MPE		MPA			Total
		Staff Members	Fellows	MPA int. coll.	MPA exch. scient.	MPA training	
Married	F	315	39	747	37	7	1,145
	M	1,372	115	4,310	342	22	6,161
Partnership	F	60	31	37	1	12	141
	M	243	72	85	12	14	426
Single	F	185	129	1,447	36	155	1,952
	M	501	397	4,939	171	357	6,365
Total		2,676	783	11,565	599	567	16,190

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

Table 35: Evolution in the Number of Members of the Personnel receiving Family Allowance, Number of Children and Infants over the last 10 Years (2012 – 2021)

Year	Personnel receiving Family Allowance	Total No. of Children	No. of Infants (<3 Years)	Average Age of Children as at 31.12.
2012	2,004	2,884	466	10.05
2013	1,994	2,893	394	10.26
2014	2,031	2,919	398	10.35
2015	2,035	2,912	374	10.53
2016	2,190	2,925	434	11.01
2017	2,286	2,990	447	11.04
2018	2,358	3,054	449	11.23
2019	2,375	3,030	448	11.51
2020	2,346	2,937	396	11.82
2021	2,360	2,959	396	11.87

8 Arrivals and Departures

Table 36: Staff Members Arrivals and Departures by Professional Category – 31.12.2021

	Professional Category	Arrivals	Departures*
1	Research Physicists	13	9
2	Scientific & Eng. work	69	37
3	Technical work	47	38
4	Manual work	5	5
5a	Prof. Admin. work	9	9
5b/5c	Office and Admin. work	20	15
	Total	163	113

* Departures on 31.12.2021 are included in the total.

Figure 13: Staff Members Arrivals and Departures in 2021 by Professional Category

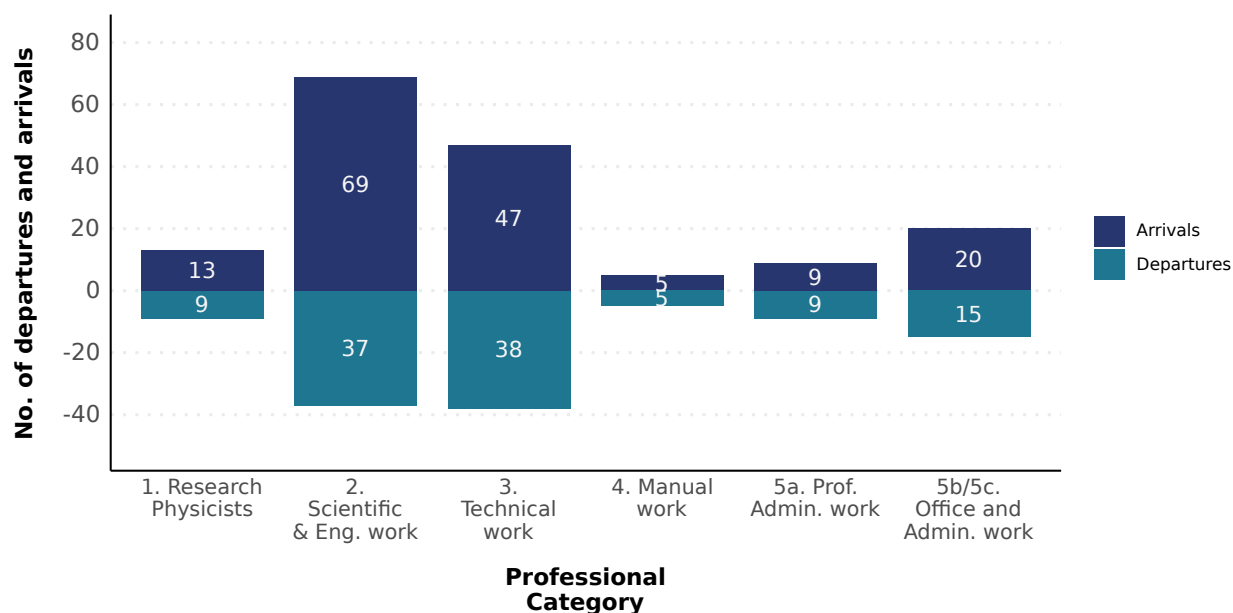


Table 37: Staff Members Arrivals and Departures in 2021 by Nationality

Nationality	Arrivals			Departures		
	HC	%	% of Staff as at 31.12	HC	%	% of Staff as at 31.12
AT	1	0.61	1.79			
BE	5	3.07	5.00	4	3.54	4.00
CH	7	4.29	3.24	7	6.19	3.24
CZ	2	1.23	20.00	1	0.88	10.00
DE	8	4.91	4.68	8	7.08	4.68
ES	11	6.75	6.51	9	7.96	5.33
FI	4	2.45	12.90	2	1.77	6.45
FR	42	25.77	4.29	38	33.63	3.88
GB	12	7.36	6.12	18	15.93	9.18
GR	8	4.91	14.04	4	3.54	7.02
HR	1	0.61	100.00			
HU	1	0.61	5.88			
IN	2	1.23	40.00			
IT	19	11.66	5.88	8	7.08	2.48
NL	4	2.45	6.45	4	3.54	6.45
NO	1	0.61	5.56	1	0.88	5.56
PL	10	6.13	11.63	3	2.65	3.49
PT	8	4.91	13.33	1	0.88	1.67
RO	6	3.68	26.09	2	1.77	8.70
RS	1	0.61	16.67			
SE	4	2.45	16.00			
SK	2	1.23	14.29			
TR	1	0.61	50.00			
UA	1	0.61	33.33			
NMS	2	1.23	25.00	3	2.65	37.50
Total	163	100.00	6.09	113	100.00	4.22

Labour turnover = 4.26% of average strength.

Departures on 31.12.2021 are included in the total.

Table 38: Staff Member Departures in 2021 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category												Total		Grand Total
	1		2		3		4		5a		5b/5c				
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work				
	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	
Family/Social			3		3						1		7		7
Job connected	2	1	2		2				1		2		9	1	10
Retirement		1		13		16		1		2		6		39	39
Contract expirations	5		17		13		4		4		6		49		49
Mutual agreement			2		2					2			4	2	6
Invalidity						2								2	2
Total	7	2	24	13	20	18	4	1	5	4	9	6	69	44	113

Table 39: Staff Members recruited (Arrivals) in 2021 by previous CERN Status

From	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Fellows	6	27	6		2	2	43
MPA int. coll.	5	9	2			1	17
MPA exch. scient.	1						1
MPA training		1	1				2
No previous CERN status	1	32	38	5	7	17	100
Grand Total	13	69	47	5	9	20	163

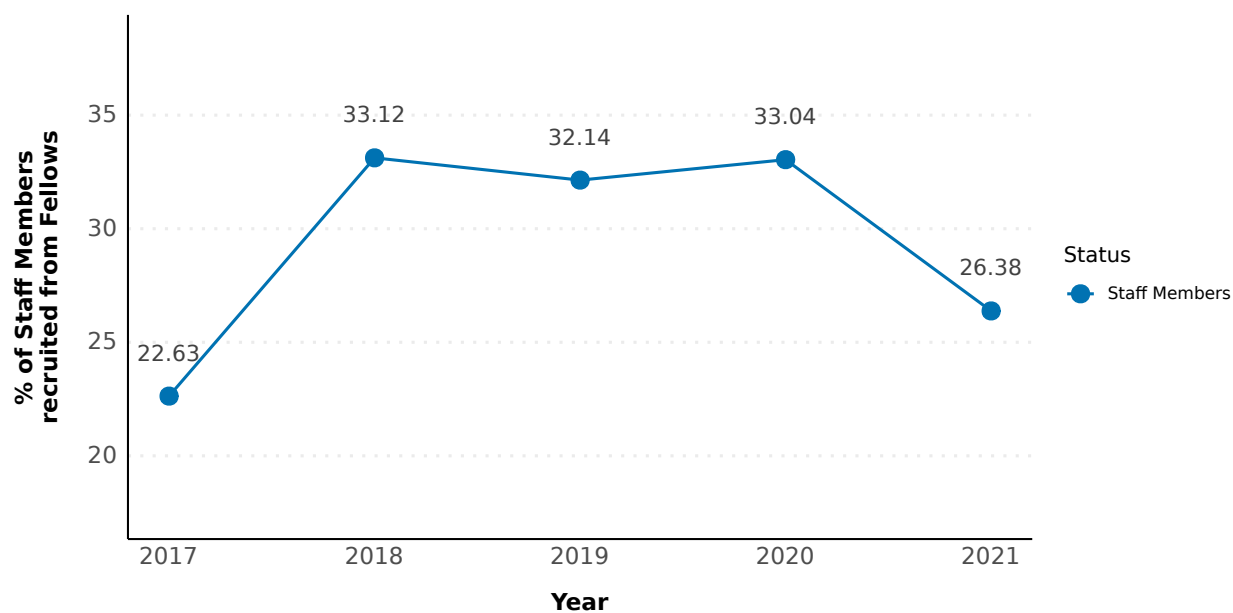
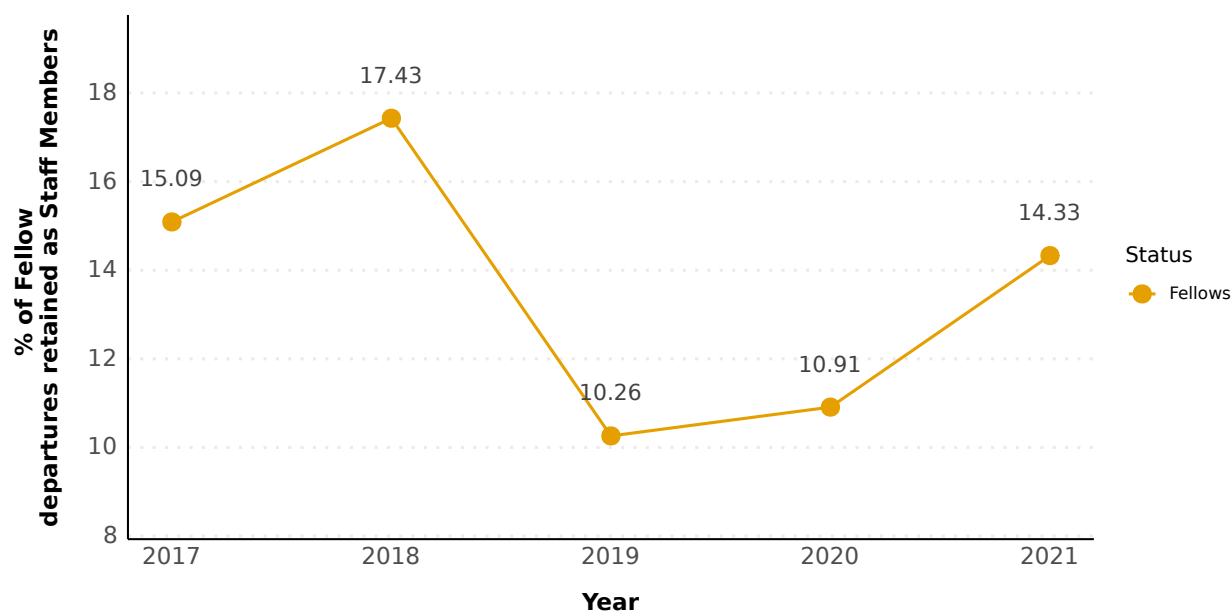
Figure 14: Staff Members recruited from Fellows over the last 5 Years (2017 – 2021)

Figure 15: Fellow Departures retained as Staff Members (2017 – 2021)**Table 40:** Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2012 – 2021)

Year		Age Range										Total
		≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
2012	HC %	12 6.15	49 25.13	82 42.05	27 13.85	14 7.18	7 3.59	2 1.03		1 0.51		195 100.00
2013	HC %	12 10.08	37 31.09	38 31.93	18 15.13	6 5.04	7 5.88	1 0.84				119 100.00
2014	HC %	11 7.33	40 26.67	51 34.00	27 18.00	13 8.67	5 3.33	2 1.33		1 0.67		150 100.00
2015	HC %	10 6.13	57 34.97	48 29.45	27 16.56	12 7.36	5 3.07	3 1.84				163 100.00
2016	HC %	6 4.55	36 27.27	51 38.64	24 18.18	5 3.79	5 3.79	1 0.76	2 1.52	2 1.52		132 100.00
2017	HC %	7 3.68	51 26.84	61 32.11	40 21.05	16 8.42	8 4.21	5 2.63	2 1.05			190 100.00
2018	HC %	7 4.38	36 22.50	56 35.00	31 19.38	23 14.37	4 2.50	2 1.25	1 0.62			160 100.00
2019	HC %	7 6.25	24 21.43	42 37.50	29 25.89	4 3.57	4 3.57	2 1.79				112 100.00
2020	HC %	5 4.46	28 25.00	38 33.93	23 20.54	8 7.14	5 4.46	2 1.79	3 2.68			112 100.00
2021	HC %	6 3.68	46 28.22	62 38.04	17 10.43	17 10.43	8 4.91	3 1.84	2 1.23	2 1.23		163 100.00

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

Table 41: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2017 – 2021)

Year	Professional Category						Average Age*
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
2017	35.95	34.80	32.42	32.33	36.42	35.69	34.29
2018	33.24	33.94	33.68	46.00	40.14	36.69	34.49
2019	34.17	33.09	32.36	34.33	39.79	33.50	33.86
2020	35.48	35.43	33.08	37.00	40.83	35.77	35.21
2021	38.11	33.44	33.39	42.00	40.47	33.74	34.58

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

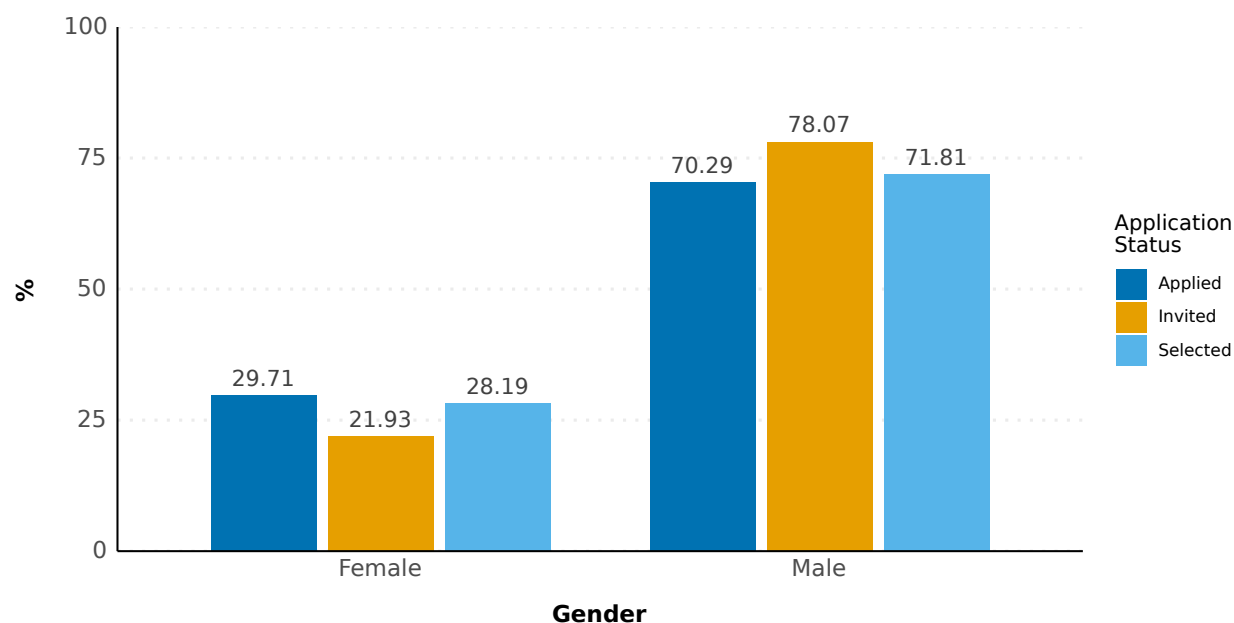
9 Staff Recruitment

Table 42: Staff Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied			Invited			Selected *			Refused Offer			Indicative Success Rate **
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	%
AT	19	19	38	1	3	4		2	2				5.26
BE	35	75	110	5	7	12	2	3	5	1		1	4.55
BG	32	53	85	3	2	5	1		1				1.18
CH	647	589	1,236	12	17	29	2		2				0.16
CY	3	12	15		1	1		1	1				6.67
CZ	26	38	64		5	5		2	2				3.12
DE	80	168	248	5	23	28	1	4	5	1		1	2.02
DK	20	21	41	1	1	2							0.00
EE	4	7	11										0.00
ES	216	530	746	12	42	54	3	7	10				1.34
FI	15	57	72	1	10	11	1	4	5				6.94
FR	935	1,750	2,685	29	106	135	12	27	39				1.45
GB	125	406	531	7	40	47	2	14	16	1		1	3.01
GR	127	248	375	4	21	25	3	6	9				2.40
HR	23	45	68		2	2		1	1				1.47
HU	28	54	82	1	1	2		1	1				1.22
IL	4	18	22		3	3							0.00
IN	184	996	1,180	2	11	13		1	1				0.08
IT	372	843	1,215	15	55	70	6	10	16	1	2	3	1.32
LT	20	27	47		1	1							0.00
LV	4	3	7										0.00
NL	24	39	63	1	7	8		2	2				3.17
NO	15	50	65	1	2	3		1	1				1.54
PK	74	934	1,008		4	4		1	1				0.10
PL	81	205	286	5	17	22	2	6	8	1		1	2.80
PT	101	257	358	1	8	9	1	4	5				1.40
RO	112	149	261	5	11	16	2	3	5				1.92
RS	24	40	64										0.00
SE	41	93	134	2	3	5		2	2				1.49
SI	6	6	12		1	1							0.00
SK	21	27	48	1		1	1		1				2.08
TR	50	298	348	1	6	7	1	1	2				0.57
UA	45	42	87	2	1	3	1		1				1.15
NMS	508	1,413	1,921	1	9	10	1	4	5				0.26
Total	4,021	9,512	13,533	118	420	538	42	107	149	4	3	7	1.10

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

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

Figure 16: Proportion of Staff Applicants by Gender and Application Status in 2021**Table 43:** Staff Applicants by Professional Category, Application Status and Gender in 2021

	Professional Category	Application Status			
		Applied (%)		Selected *	
		F	M	F	M
1	Research Physicists	20.82	79.18	27.27	72.73
2	Scientific & Eng. work	11.96	88.04	16.95	83.05
3	Technical work	8.12	91.88	13.33	86.67
4	Manual work	3.92	96.08		100.00
5a	Prof. Admin. work	46.97	53.03	72.73	27.27
5b/5c	Office and Admin. work	64.70	35.30	83.33	16.67

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

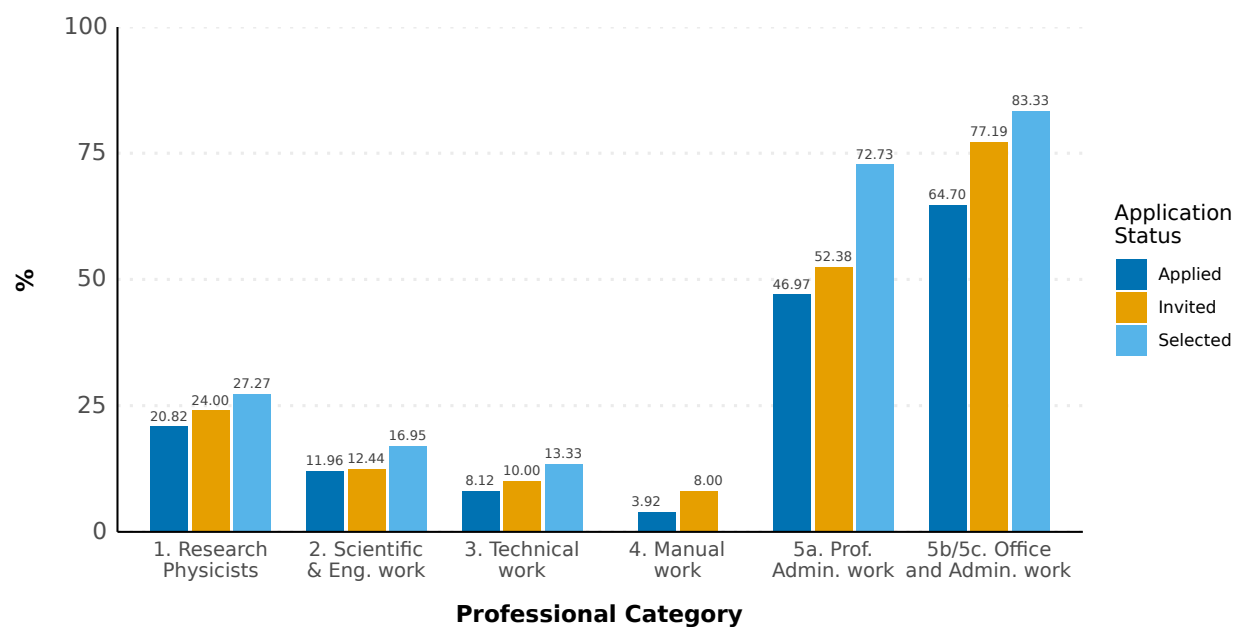
Figure 17: Proportion of Female Staff Applicants by Professional Category and Application Status in 2021

Table 44: Return on Staff Selections by Nationality in 2021

Nationality	Selected *		Contribution	Return on Selected
	HC	%	%	%
AT	2	1.34	2.15	62.46
BE	5	3.36	2.70	124.22
BG	1	0.67	0.32	212.48
CH	2	1.34	3.83	35.02
CY	1	0.67	0.08	804.91
CZ	2	1.34	1.02	131.15
DE	5	3.36	20.34	16.50
DK			1.75	0.00
EE			0.09	0.00
ES	10	6.71	7.20	93.24
FI	5	3.36	1.31	256.84
FR	39	26.17	13.56	193.00
GB	16	10.74	14.49	74.12
GR	9	6.04	1.02	592.20
HR	1	0.67	0.08	804.91
HU	1	0.67	0.67	100.24
IL			1.87	0.00
IN	1	0.67	1.35	49.65
IT	16	10.74	10.21	105.16
LT			0.08	0.00
LV			0.04	0.00
NL	2	1.34	4.54	29.54
NO	1	0.67	2.24	29.93
PK	1	0.67	0.16	424.06
PL	8	5.37	2.76	194.33
PT	5	3.36	1.08	310.95
RO	5	3.36	1.13	296.22
RS			0.24	0.00
SE	2	1.34	2.52	53.18
SI			0.12	0.00
SK	1	0.67	0.50	133.92
TR	2	1.34	0.45	300.96
UA	1	0.67	0.08	804.91
NMS	5	3.36		0.00
Total	149	100.00	100.00	

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

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

Table 45: Staff Member Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT	7	1	2	2	2	14
BE	3	3	4	1	5	16
BG	3	3	1		1	8
CH	8	5	6	7	2	28
CY	1				1	2
CZ			2	2	2	6
DE	11	7	4	10	5	37
DK		1	3			4
EE						0
ES	18	12	9	11	10	60
FI	2	6	2	1	5	16
FR	57	31	32	36	39	195
GB	21	15	9	9	16	70
GR	10	7	4	9	9	39
HR				1	1	2
HU	2	3	1		1	7
IL						0
IN			1	2	1	4
IT	29	26	12	21	16	104
LT		1	1			2
LV						0
NL	2		3	2	2	9
NO	2	2	2		1	7
PK		1	1		1	3
PL	11	7	6	9	8	41
PT	8	2	2	3	5	20
RO	5		2	4	5	16
RS	1	1		1		3
SE	2		1	3	2	8
SI			1			1
SK	1	1	1	1	1	5
TR		1	1	1	2	5
UA		1		1	1	3
NMS	5	2	3	5	5	20
Total	209	139	116	142	149	755

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

Table 46: Staff Vacancies Published and Filled during 2021

	Total
Vacancies published in 2021	128
Vacancies filled in 2021 *	125
Vacancies republished in 2021	12

* Vacancies filled in 2021 include vacancies published in 2020 and 2021.

10 Fellows Recruitment

Table 47: Fellow Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	7	12	19	1	4	5				26.32
BE	9	29	38	1	4	5				13.16
BG	8	14	22	1	1	2				9.09
CH	55	107	162	2	7	9				5.56
CY	1	9	10		3	3				30.00
CZ	6	18	24		5	5	1		1	20.83
DE	36	83	119	8	21	29	1		1	24.37
DK	3	10	13	1	3	4				30.77
EE	4	1	5							0.00
ES	76	208	284	16	30	46	1	2	3	16.20
FI	9	8	17	3	2	5				29.41
FR	118	247	365	11	33	44	1		1	12.05
GB	86	221	307	10	18	28	2		2	9.12
GR	76	146	222	6	17	23	3		3	10.36
HR	4	6	10							0.00
HU	4	11	15	3	3	6				40.00
IL	3	8	11	1	1	2				18.18
IN	162	369	531	3	10	13	1		1	2.45
IT	109	280	389	17	37	54	1	4	5	13.88
LT	6	11	17	2		2	1		1	11.76
LV	1	1	2							0.00
NL	15	15	30		2	2	1		1	6.67
NO	7	19	26	1	7	8				30.77
PK	140	561	701	1	1	2				0.29
PL	40	72	112	4	21	25	1	2	3	22.32
PT	31	77	108	3	15	18		1	1	16.67
RO	17	27	44	2	4	6				13.64
RS	8	7	15	1	1	2				13.33
SE	4	26	30	2	5	7	1		1	23.33
SI	2	3	5	2		2				40.00
SK	7	17	24	1	5	6				25.00
TR	36	65	101	1	1	2				1.98
UA	15	8	23	1	1	2				8.70
NMS	38	91	129	1	13	14				10.85
Total	1,143	2,787	3,930	106	275	381	6	18	24	9.69

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

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

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

Table 48: Return on Fellow Selections by Nationality in 2021

Nationality	Selected *		Contribution	Return on Selected
	HC	%	%	%
AT	5	1.31	2.15	61.07
BE	5	1.31	2.70	48.58
BG	2	0.52	0.32	166.19
CH	9	2.36	3.83	61.62
CY	3	0.79	0.08	944.35
CZ	5	1.31	1.02	128.23
DE	29	7.61	20.34	37.42
DK	4	1.05	1.75	59.90
EE			0.09	0.00
ES	46	12.07	7.20	167.73
FI	5	1.31	1.31	100.45
FR	44	11.55	13.56	85.15
GB	28	7.35	14.49	50.73
GR	23	6.04	1.02	591.85
HR			0.08	0.00
HU	6	1.57	0.67	235.22
IL	2	0.52	1.87	28.12
IN	13	3.41	1.35	252.42
IT	54	14.17	10.21	138.79
LT	2	0.52	0.08	629.57
LV			0.04	0.00
NL	2	0.52	4.54	11.55
NO	8	2.10	2.24	93.64
PK	2	0.52	0.16	331.68
PL	25	6.56	2.76	237.49
PT	18	4.72	1.08	437.78
RO	6	1.57	1.13	139.01
RS	2	0.52	0.24	219.68
SE	7	1.84	2.52	72.79
SI	2	0.52	0.12	446.44
SK	6	1.57	0.50	314.23
TR	2	0.52	0.45	117.70
UA	2	0.52	0.08	629.57
NMS	14	3.67		0.00
Total	381	100.00	100.00	

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

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

Table 49: Fellow Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT	2	3	7	4	5	21
BE	4	2	1	7	5	19
BG	4	2	1	1	2	10
CH	8	9	6	9	9	41
CY	2				3	5
CZ	3	1	4	3	5	16
DE	24	12	13	33	29	111
DK	2			1	4	7
EE						0
ES	50	19	30	32	46	177
FI	5	2	2	4	5	18
FR	42	30	35	29	44	180
GB	25	19	20	11	28	103
GR	25	17	18	20	23	103
HR				4		4
HU		4	5	2	6	17
IL	2		1		2	5
IN	9	2	4	16	13	44
IT	72	38	31	47	54	242
LT		1	1	7	2	11
LV						0
NL	4	3	4	5	2	18
NO	14	6	6	6	8	40
PK	1		2	1	2	6
PL	30	22	16	15	25	108
PT	5	5	12	20	18	60
RO	1	4	7	5	6	23
RS	1	2	4	4	2	13
SE	4		1	3	7	15
SI		1		1	2	4
SK	4	2	5	2	6	19
TR	1	1	2	5	2	11
UA	2		2	5	2	11
NMS	28	15	7	27	14	91
Total	374	222	247	329	381	1,553

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

11 Students Recruitment

Table 50: Technical Student Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	2	4	6		4	4				66.67
BE	4	6	10							0.00
BG	8	4	12		2	2				16.67
CH	2	8	10	1		1				10.00
CY	7	13	20							0.00
CZ	4	15	19	1	3	4	1	1	2	21.05
DE	23	82	105	2	12	14		1	1	13.33
DK	1	13	14		2	2				14.29
EE	5	8	13	1		1				7.69
ES	26	94	120	9	8	17				14.17
FI	3	7	10		3	3				30.00
FR	22	91	113	5	4	9				7.96
GB	89	232	321	3	5	8				2.49
GR	38	104	142	5	18	23		2	2	16.20
HR	1	2	3							0.00
HU	3	10	13	2	1	3				23.08
IL										0.00
IN	172	503	675	2	7	9	1	1	2	1.33
IT	36	115	151	4	26	30				19.87
LT	2	7	9							0.00
LV	3	1	4							0.00
NL	3	22	25	1	5	6				24.00
NO	7	29	36	2	6	8				22.22
PK	98	367	465							0.00
PL	17	62	79	4	18	22	1		1	27.85
PT	4	18	22		4	4				18.18
RO	4	16	20	1	4	5		1	1	25.00
RS	3	8	11	1		1				9.09
SE	7	8	15		3	3				20.00
SI		6	6							0.00
SK	2	7	9	1	2	3				33.33
TR	22	69	91		2	2		1	1	2.20
UA	3	10	13		3	3				23.08
NMS		3	3							0.00
Total	621	1,944	2,565	45	142	187	3	7	10	7.29

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

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

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

Table 51: Technical Student Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT	7	4	1	6	4	22
BE	1			1		2
BG		1	2	5	2	10
CH		1	1	1	1	4
CY			1			1
CZ	2		4	3	4	13
DE	21	16	14	21	14	86
DK	1		5	3	2	11
EE					1	1
ES	17	5	12	8	17	59
FI	4		2	3	3	12
FR	9	2	10	3	9	33
GB	8	1	9	6	8	32
GR	41	16	15	17	23	112
HR				2		2
HU	1	3	1	3	3	11
IL						0
IN	6	3	5	8	9	31
IT	27	13	16	18	30	104
LT				1		1
LV						0
NL	4	1	2	3	6	16
NO	12	4	12	9	8	45
PK	4	3	1	1		9
PL	28	8	19	23	22	100
PT	2		1		4	7
RO	6	2	5	1	5	19
RS	4	1	2	2	1	10
SE	4	2	1	4	3	14
SI						0
SK	4			1	3	8
TR	3	1	1	3	2	10
UA	3	2	1		3	9
NMS	3	1				4
Total	222	90	143	156	187	798

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

Table 52: Doctoral Student Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	1	11	12	1	4	5				41.67
BE		5	5		1	1				20.00
BG	1		1							0.00
CH		3	3		3	3				100.00
CY	1	1	2							0.00
CZ	1	5	6	1	2	3				50.00
DE	2	10	12	4	12	16	1	1		133.33
DK		2	2							0.00
EE										0.00
ES	6	15	21	3	5	8				38.10
FI				1		1				N/A
FR	2	7	9	1	4	5				55.56
GB	4	4	8	3	1	4				50.00
GR	5	9	14	4	1	5				35.71
HR	1		1	1		1				100.00
HU		1	1							0.00
IL										0.00
IN	5	16	21	1		1				4.76
IT	7	27	34	11	23	34				100.00
LT										0.00
LV	1	1	2							0.00
NL		1	1							0.00
NO		1	1	1		1				100.00
PK	4	23	27		1	1				3.70
PL	4	4	8	1	2	3				37.50
PT	2	2	4	3		3				75.00
RO	3	2	5		1	1				20.00
RS					1	1				N/A
SE		2	2				1	1		0.00
SI										0.00
SK		2	2	1		1				50.00
TR	2	4	6							0.00
UA										0.00
NMS		2	2	2	4	6				300.00
Total	52	160	212	39	65	104	0	2	2	49.06

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

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

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

Table 53: Doctoral Student Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT	8	7	3	5	5	28
BE				1	1	2
BG						0
CH	2	1	2		3	8
CY						0
CZ			1	2	3	6
DE	26	9	11	9	16	71
DK						0
EE						0
ES	6	1	4	4	8	23
FI					1	1
FR	5	3	5	3	5	21
GB	6		3		4	13
GR	3	5	1	5	5	19
HR				1	1	2
HU	1	1	1	1		4
IL						0
IN	1				1	2
IT	19	7	16	16	34	92
LT						0
LV					1	1
NL	2	2		4		8
NO	2			2	1	5
PK	1	1	1	1	1	5
PL	4	5		3	3	15
PT	3	2		1	3	9
RO					1	1
RS				1	1	2
SE	2		1	1		4
SI	1			1		2
SK		1	1		1	3
TR	1	1	1	1		4
UA	1	1		1		3
NMS	3	2			5	10
Total	97	49	51	63	104	364

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

Table 54: Summer Student Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	11	15	26	3		3				11.54
BE	3	13	16		3	3				18.75
BG	9	8	17	1	1	2				11.76
CH	9	20	29		4	4				13.79
CY	5	10	15	1	1	2				13.33
CZ	4	6	10	1	1	2				20.00
DE	17	36	53	6	13	19				35.85
DK	3	1	4	2	1	3				75.00
EE	1	6	7		2	2				28.57
ES	27	96	123	2	6	8				6.50
FI	10	8	18	1	1	2				11.11
FR	24	51	75	1	13	14				18.67
GB	74	137	211	6	10	16				7.58
GR	27	44	71	2	2	4				5.63
HR	6	6	12	1	1	2				16.67
HU	4	11	15	1	2	3				20.00
IL	4	6	10	1		1				10.00
IN	896	2,267	3,163	1	2	3				0.09
IT	35	101	136	2	8	10				7.35
LT		5	5		1	1				20.00
LV	1	1	2		1	1				50.00
NL	2	15	17		6	6				35.29
NO	3	9	12	1	1	2				16.67
PK	179	566	745	2		2				0.27
PL	18	25	43	1	3	4				9.30
PT	22	30	52	5	1	6				11.54
RO	9	6	15	3		3				20.00
RS	9	10	19	1	1	2				10.53
SE	10	15	25	1	3	4				16.00
SI	2	2	4		1	1				25.00
SK	2	6	8		1	1				12.50
TR	85	144	229	1	1	2				0.87
UA	5	11	16	1	1	2				12.50
NMS	1,056	2,217	3,273	46	74	120		1	1	3.67
Total	2,572	5,904	8,476	94	166	260	0	1	1	3.07

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

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

*** Owing to a technical issue, the 2021 data exceptionally does not include the 27 students selected for the CERN openlab programme. The total of Summer Students Selected is therefore 287.

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

Table 55: Summer Student Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT	3	5	3	3	3	17
BE	3	4	3	3	3	16
BG	2	4	2	3	2	13
CH	3	1	5	5	4	18
CY	5	5	3	4	2	19
CZ	3	3	4	5	2	17
DE	26	23	24	23	19	115
DK	7	2	6	4	3	22
EE					2	2
ES	12	13	11	10	8	54
FI	3	5	3	3	2	16
FR	13	14	13	15	14	69
GB	15	16	18	20	16	85
GR	7	7	6	7	4	31
HR			3	2	2	7
HU	2	2	3	3	3	13
IL	3	3	2	2	1	11
IN	16	18	13	9	3	59
IT	14	22	15	15	10	76
LT		3	2	2	1	8
LV					1	1
NL	6	8	7	10	6	37
NO	4	6	3	4	2	19
PK	4	5	3	3	2	17
PL	7	7	8	8	4	34
PT	4	3	3	5	6	21
RO	3	4	3	6	3	19
RS	3	2	2	4	2	13
SE	5	5	7	4	4	25
SI	1	4	2	3	1	11
SK	5	3	2	4	1	15
TR	5	2	3	4	2	16
UA	3	4	2	2	2	13
NMS	155	162	153	156	120	746
Total	342	365	337	351	260	1,655

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

- Owing to a technical issue, the 2021 data exceptionally does not include the 27 students selected for the CERN openlab programme.

Table 56: Administrative Student Applicants by Application Status, Nationality and Gender in 2021

Nationality	Applied *			Selected **			Refused Offer			Indicative Success Rate ***
	F	M	Total	F	M	Total	F	M	Total	%
AT	1	1	2							0.00
BE	2	1	3							0.00
BG	3	1	4							0.00
CH	7	5	12							0.00
CY		1	1							0.00
CZ	4	4	8	1		1				12.50
DE	9	4	13	2		2				15.38
DK	1	1	2							0.00
EE		1	1							0.00
ES	14	2	16	4		4				25.00
FI	4	1	5							0.00
FR	17	9	26	5		5				19.23
GB	14	7	21	1		1				4.76
GR	25	12	37	2		2				5.41
HR	4		4	1		1				25.00
HU	4		4							0.00
IL										0.00
IN	19	24	43	1		1				2.33
IT	30	16	46	4		4				8.70
LT										0.00
LV										0.00
NL	1	3	4							0.00
NO	1	1	2							0.00
PK	45	46	91	1		1				1.10
PL	6	2	8	1	1	2				25.00
PT	8	2	10	2		2				20.00
RO	6		6	2		2				33.33
RS	2		2							0.00
SE										0.00
SI										0.00
SK	3	2	5							0.00
TR	8	7	15	1		1				6.67
UA	4		4							0.00
NMS	1		1							0.00
Total	243	153	396	28	1	29	0	0	0	7.32

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

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

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

Table 57: Administrative Student Selections by Nationality over the last 5 Years (2017 – 2021)

Nationality	Year					Total
	2017	2018	2019	2020	2021	
AT						0
BE			2			2
BG						0
CH	4	4	3			11
CY						0
CZ	1		1	1	1	4
DE	2		1	1	2	6
DK	1		1			2
EE						0
ES	2	3	1		4	10
FI	2		1	2		5
FR	1	2	8	7	5	23
GB	2	2	1	4	1	10
GR	10	7	8	3	2	30
HR					1	1
HU	1		1			2
IL						0
IN		1	1	1	1	4
IT	2	2	3	3	4	14
LT						0
LV						0
NL						0
NO	1	1	3			5
PK		1	1		1	3
PL	4	2		1	2	9
PT				2	2	4
RO	1	1	2		2	6
RS		2	1			3
SE	1		1			2
SI						0
SK						0
TR		1			1	2
UA		1		3		4
NMS	1					1
Total	36	30	40	28	29	163

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

Annex

Departments / Units / Sectors

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

Professional Categories

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

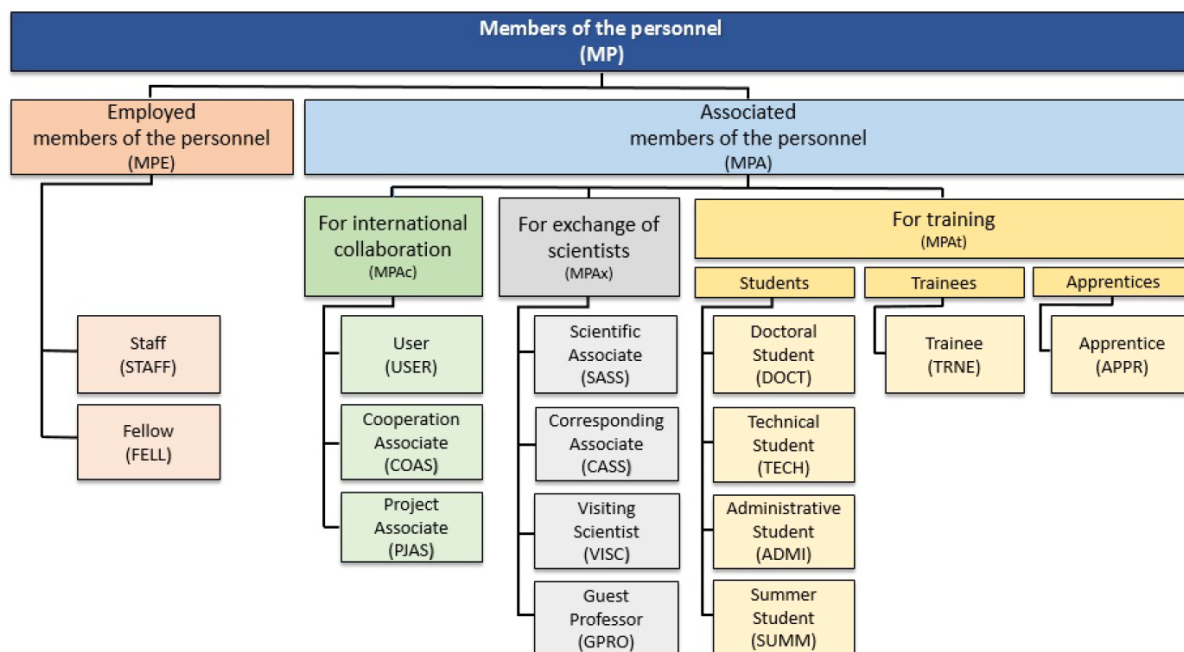
CERN Statuses

Code	Description
ADMI	Administrative Student
APPR	Apprentice
CASS	Corresponding Associate
COAS	Cooperation Associate
DOCT	Doctoral Student
FELL	Fellow
GPRO	Guest Professor
PJAS	Project Associate
SASS	Scientific Associate
STAF	Staff Member
SUMM	Summer Student
TECH	Technical Student
TRNE	Trainee
USER	User
VISC	Visiting Scientist

Types of Staff Contracts

Code	Description
LD	Limited Duration Contract
IC	Indefinite Contract

Groupings of the Personnel



Benchmark Jobs List

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

Benchmark Jobs

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

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

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

Nationalities

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