



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 2016

Notes

Percentages

Percentages are rounded to 2 decimal places.

Apprentices

As of August 2016, newly appointed Apprentices (APPR) are no longer Employed Members of the Personnel (MPE), but Associated Members of the Personnel (MPA).

In order to avoid confusion and due to the small number of persons concerned, all of the 20 APPR are counted as MPA in the present statistics.

Member States

Member State Country 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 State Countries (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 as at 31.12.2016 unless specified otherwise.

Staff Members

Please note that 2560 in "headcount" equates to 2513.44 FTEs for 2016, of which 2460.18 FTEs were charged to CERN accounts and 53.27 FTEs to team accounts. 20.66 FTEs were using their saved leave, resulting in a staff strength of 2439.52 active FTEs charged to CERN accounts.

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Members of the Personnel

Table 1. Total Number of Members of the Personnel by Department/Unit and Status - 31.12.2016

Dep./Unit	Status							Grand Total
	Staff Members	Fellows	Total CERN MPEs	Exch. scient.	Int. coll.	Training	Total CERN MPAs	
ATS	20	1	21	2	9		11	32
BE	423	115	538	56	143	116	315	853
DG	41		41	6	1		7	48
EN	383	102	485	12	46	62	120	605
EP	481	204	685	61	11,905	141	12,107	12,792
FAP	77	17	94		17	9	26	120
HR	72	5	77			26	26	103
HSE	159	30	189		15	18	33	222
IPT	51	7	58		12	12	24	82
IR	42	19	61	1	3	15	19	80
IT	211	49	260		99	34	133	393
PF	20	1	21			2	2	23
RCS	21	10	31		5	8	13	44
SMB	87	12	99		7	5	12	111
TE	450	131	581	10	91	104	205	786
TH	22	47	69	486	19		505	574
Total	2,560	750	3,310	634	12,372	552	13,558	16,868

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

Figure 1. Members of the Personnel by Status - 31.12.2016

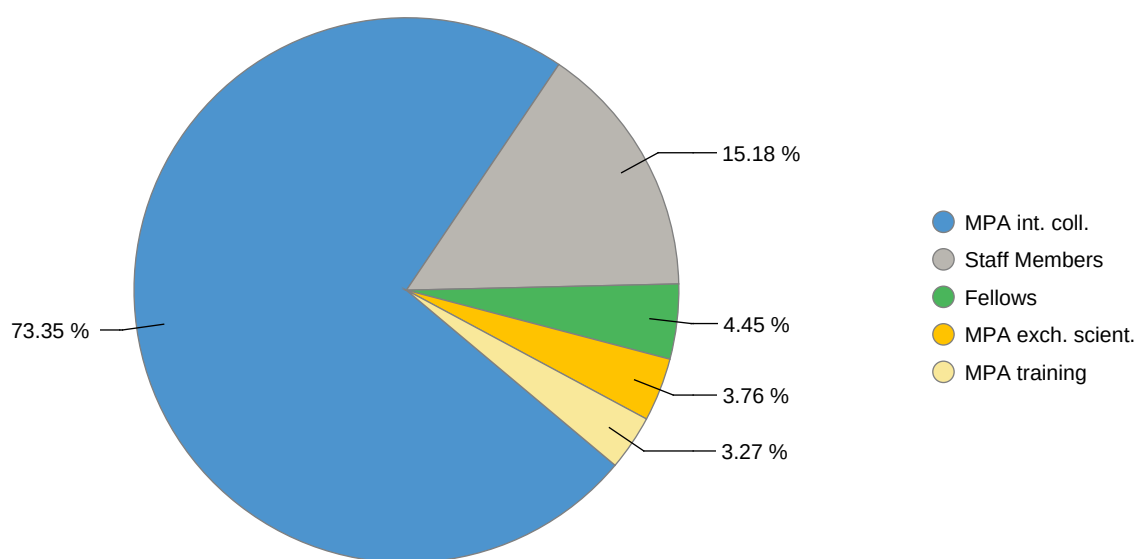


Table 1a. Associated Members of the Personnel by Department/Unit and CERN Status - 31.12.2016

Dep./ Unit	MPA for training														Total Training
	ADMI			DOCT			TECH			TRNE			APPR		
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	Total	
BE	1		1	45	3	48	46		46	20	1	21			116
EN	3		3	20		20	24		24	15		15			62
EP	3		3	65	2	67	44	1	45	24	2	26			141
FAP	5		5				3		3	1		1			9
HR	5	1	6										20	20	26
HSE	1		1	9	1	10	4		4	3		3			18
IPT	4		4	3		3	2		2	3		3			12
IR	5		5	5		5	3		3	2		2			15
IT	2		2	3		3	21		21	7	1	8			34
PF	1		1				1		1						2
RCS	1		1		1	1	6		6						8
SMB				1		1	1		1	3		3			5
TE	3		3	32		32	36	1	37	32		32			104
Total	34	1	35	183	7	190	191	2	193	110	4	114	20	20	552

Dep./ Unit	MPA for exchange of scientists											Total MPA exch. scient.
	CASS		GPRO			SASS			VISC			
	MS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS			11			11						2
BE									32	24	56	56
DG			2	1	3				3		3	6
EN						1		1	7	4	11	12
EP	2	2	5		5	28	2	30	13	11	24	61
IR									1		1	1
TE			1		1	1		1	7	1	8	10
TH			3		3	9	1	10	362	111	473	486
Total	2	2	11	2	13	39	4	43	425	151	576	634

Dep./ Unit	MPA for international collaboration									Total MPA int. coll.
	COAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	3	1	4	5		5				9
BE	83	23	106	30	7	37				143
DG	1		1							1
EN	19	6	25	18	3	21				46
EP	54	14	68	46	9	55	7,323	4,459	11,782	11,905
FAP	1		1	14	2	16				17
HSE	4	8	12	2	1	3				15
IPT	12		12							12
IR	2	1	3							3
IT	27	14	41	19		19	30	9	39	99
RCS	3	2	5							5
SMB	1		1	6		6				7
TE	51	14	65	22	4	26				91
TH	13	6	19							19
Total	274	89	363	162	26	188	7,353	4,468	11,821	12,372

Please see annex for full names of the CERN Status above.

Table 2. Evolution in the Number of Staff Members, Fellows and MPAs over the last 5 years (Students, Trainees and Apprentices excluded)

	Staff Members		Fellows		Subtotal		MPAs (excl. Users)		Users		Subtotal		Grand Total	
	↕	↕	↕	↕	↕	↕	↕	↕	↕	↕	↕	↕	↕	↕
31.12.2012	2,512	88	540	63	3,052	151	372	66	10,823	435	11,195	501	14,247	652
31.12.2013	2,513	1	566	26	3,079	27	1,158	786	10,087	-736	11,245	50	14,324	77
31.12.2014	2,524	11	617	51	3,141	62	1,123	-35	10,885	798	12,008	763	15,149	825
31.12.2015	2,531	7	645	28	3,176	35	1,156	33	11,454	569	12,610	602	15,786	637
31.12.2016	2,560	29	750	105	3,310	134	1,185	29	11,821	367	13,006	396	16,316	530

Figure 2. Evolution in the Number of Staff Members, Fellows and MPAs over the last 10 years (Training and Apprentices excluded)

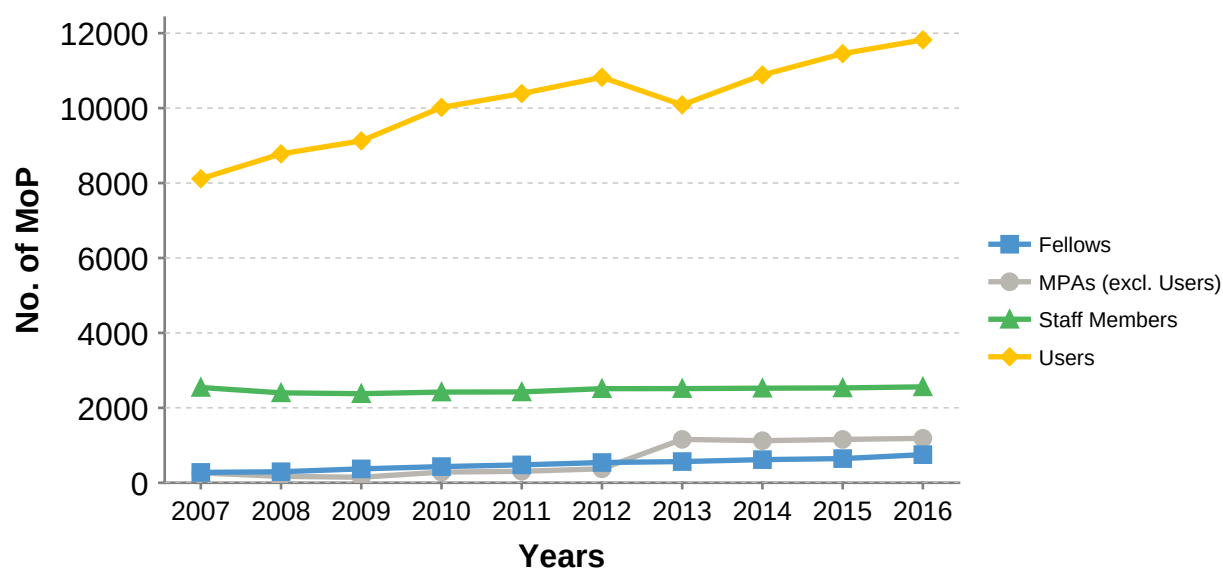


Table 3. Staff Members, Fellows and MPAs (excluding Users) by Professional Category at end of 2015 and 2016

Professional Category	2015						2016					
	Staff		Fellows & MPA (excl. Users)		Total		Staff		Fellows & MPA (excl. Users)		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
1. Research Physicists	82	3.24	982	54.53	1,064	24.56	81	3.16	996	51.47	1,077	23.96
2. Scientific & Eng. work	1,074	42.43	657	36.48	1,731	39.96	1,090	42.58	754	38.97	1,844	41.02
3. Technical work	873	34.49	109	6.05	982	22.67	889	34.73	137	7.08	1,026	22.83
4. Manual work	102	4.03			102	2.35	61	2.38			61	1.36
5a. Prof. Admin. work	142	5.61	51	2.83	193	4.46	161	6.29	45	2.33	206	4.58
5b. Office and Admin. work	250	9.88	2	0.11	252	5.82	275	10.74	3	0.16	278	6.18
5c. Office work	8	0.32			8	0.18	3	0.12			3	0.07
Total	2,531	100	1,801	100	4,332	100	2,560	100	1,935	100	4,495	100

Table 4. Staff Members, Fellows and MPAs (excluding Users) by Gender and Professional Category - 31.12.2016

Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
1. Research Physicists	8	73	81	3.16	24	92	116	15.53	142	738	880	74.26
%	9.88	90.12	100		20.69	79.31	100		16.14	83.86	100	
2. Scientific & Eng. work	132	958	1,090	42.58	121	393	514	68.81	40	200	240	20.25
%	12.11	87.89	100		23.54	76.46	100		16.67	83.33	100	
3. Technical work	54	835	889	34.73	14	79	93	12.45	5	39	44	3.71
%	6.07	93.93	100		15.05	84.95	100		11.36	88.64	100	
4. Manual work	5	56	61	2.38								
%	8.20	91.80	100									
5a. Prof. Admin. work	85	76	161	6.29	19	5	24	3.21	12	9	21	1.77
%	52.80	47.20	100		79.17	20.83	100		57.14	42.86	100	
5b. Office and Admin. work	244	31	275	10.74	3		3					
%	88.73	11.27	100		100.00		100					
5c. Office work	1	2	3	0.12								
%	33.33	66.67	100									
Total	529	2,031	2,560	100	181	569	750	100	199	986	1,185	100

Table 5. Total Number of Female Members of the Personnel by Department/Unit and Status - 31.12.2016

Dep. / Unit	Staff Members	Fellows	Total CERN MPes	Exch. scient.	Int. coll.	Training	Total CERN MPAs	Grand Total
ATS	7		7		2		2	9
BE	53	22	75	7	34	24	65	140
DG	28		28				0	28
EN	41	27	68	1	11	13	25	93
EP	85	47	132	11	2,163	34	2,208	2,340
FAP	41	2	43		1	4	5	48
HR	60	4	64			12	12	76
HSE	36	12	48		3	8	11	59
IPT	25	2	27		3	5	8	35
IR	24	14	38	1	2	10	13	51
IT	32	9	41		17	7	24	65
PF	12		12			1	1	13
RCS	11	5	16		2	4	6	22
SMB	24	7	31		4	3	7	38
TE	45	24	69	1	11	29	41	110
TH	5	6	11	67	1		68	79
Total	529	181	710	88	2,254	154	2,496	3,206
%	20.66	24.13		13.88	18.22	27.90	18.41	

The percentages are referring to the total population of CERN per status.

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

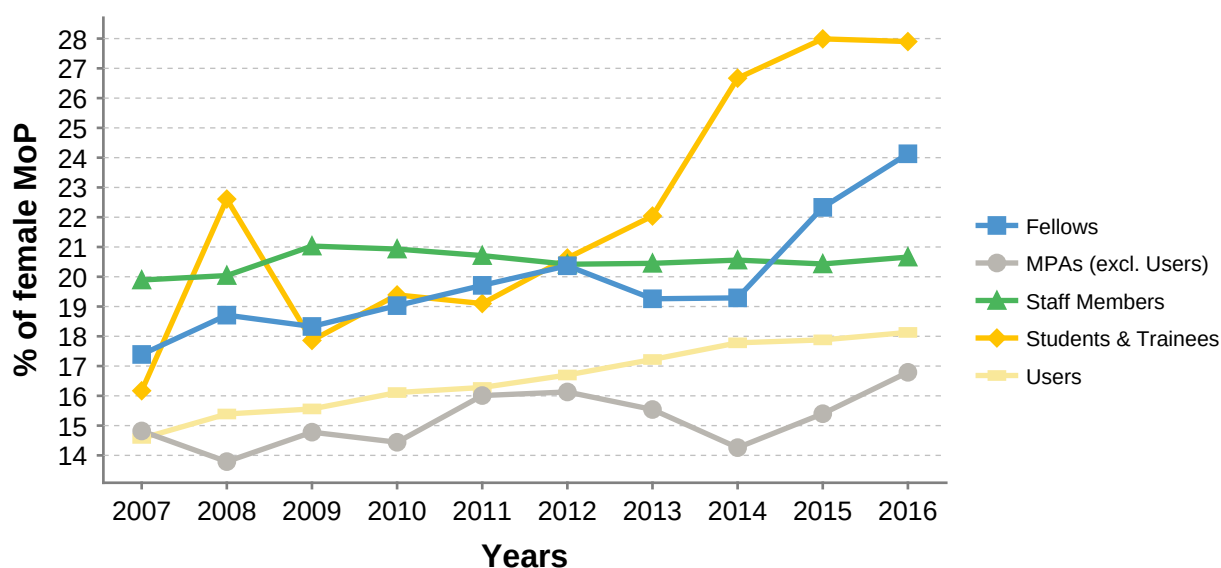


Table 6. Average Age by Professional Category, Status and Type of Contract - 31.12.2016

Professional Categories		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work		
		Professional Category								
Status and Type of Contract		1	2	3	4	5a	5b	5c		
Staff Members	LD	37.90	35.40	36.05	37.11	38.50	36.03	37.00	36.08	44.75
	IC	52.31	49.03	47.68	48.92	49.75	47.83	59.50	48.56	
MPA exch. scient.		48.08	43.06	40.00		46.00			47.93	
MPA int. coll.		41.28	43.82	47.52	56.00	44.36			41.89	
MPA training		27.50	26.56	23.78	19.41	32.33	24.28		26.15	

Table 7. Evolution in the Number of Members of the Personnel with Marital Status "Partnership"

	MPE	↑↓	%	MPA	↑↓	%	Total	↑↓	%
2014	149		16.41	22		0.00	171		14.00
2015	163		9.40	27		22.73	190		11.11
2016	215		31.90	50		85.19	265		39.47

Table 8. Number of Members of the Personnel with Marital Status "Partnership" by Gender and Status - 31.12.2016

Gender	Status									
	MPE			MPA						Total
	STAF	FELL	ADMI	COAS	DOCT	PJAS	TRNE	USER	VISC	Total
F	24	10	2	1	1	1	1	7		47
M	133	48	1	5	5	5	2	18	1	218
Total	157	58	3	6	6	6	3	25	1	265

Staff and Fellows

Table 9. Number of Fellows by Category - 31.12.2016

Category	No. of Fellows	%
CERN	413	55.07
Graduate Engineering	125	16.67
Marie Curie	139	18.53
Tech. Training Experience	73	9.73
Total	750	100

Table 10. Staff Members by Professional Category and Working Hours - 31.12.2016*

Working hours	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
20		5	6			3		14	0.55
22		1						1	0.04
24		1	5		1	3		10	0.39
28	1	2			1	3		7	0.27
32		10	11		1	15		37	1.45
34						1		1	0.04
36		15	4		5	16		40	1.56
40	80	1,056	863	61	153	234	3	2,450	95.70
Total	81	1,090	889	61	161	275	3	2,560	100
%	3.16	42.58	34.73	2.38	6.29	10.74	0.12	100	

* Including 10 Staff Members on PRP.

Table 11. Staff Members by Professional Category over the last 10 years

Professional Category	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
1. Research Physicists	78	71	74	75	77	79	77	79	82	81
2. Scientific & Eng. work	969	914	908	947	969	1,021	1,033	1,047	1,074	1,090
3. Technical work	867	838	826	850	848	883	885	880	873	889
4. Manual work	208	190	171	157	142	132	117	116	102	61
5a. Prof. Admin. work	111	106	109	121	120	124	137	139	142	161
5b. Office and Admin. work	279	256	266	256	253	260	252	253	250	275
5c. Office work	32	25	23	21	15	13	12	10	8	3
Total	2,544	2,400	2,377	2,427	2,424	2,512	2,513	2,524	2,531	2,560

Figure 4. Staff Members by Professional Category over the last 10 years

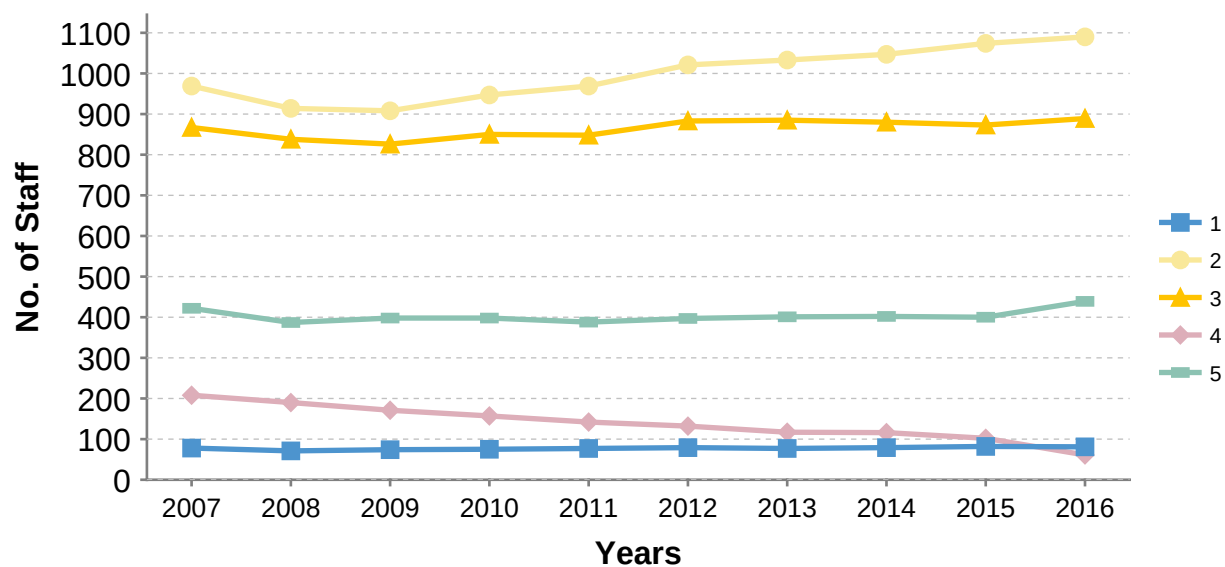


Figure 5. Female Staff Members by Professional Category - 31.12.2016

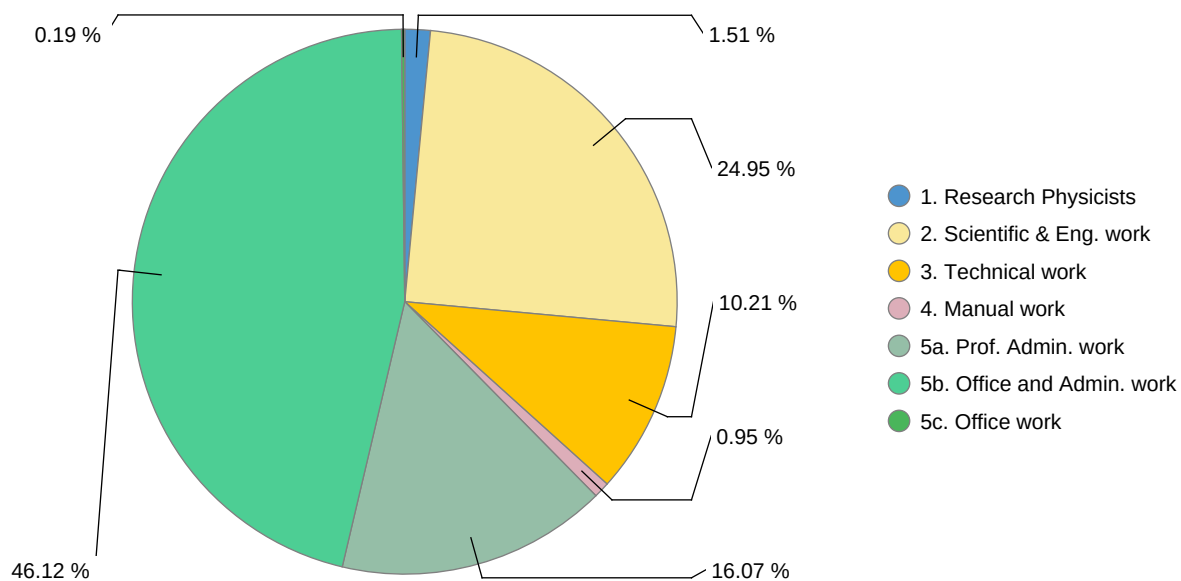


Table 12. Staff Members by Professional Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2016

Gender		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work	Total	%
Regular Teleworking	F	1	10	2		16	26		55	2.15
	M		18	11		13			42	1.64
	Total	1	28	13		29	26		97	3.79
Ad-hoc Teleworking	F	4	48	7		55	60		174	6.80
	M	12	188	49	3	35			287	11.21
	Total	16	236	56	3	90	60		461	18.01
Saved Leave	F		82	36	2	61	157		338	13.20
	M	6	372	435	29	46	9		897	35.04
	Total	6	454	471	31	107	166		1,235	48.24

Saved Leave		1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
F		112	57	24	145	338
	%	33.14	16.86	7.10	42.90	100
M		503	158	51	185	897
	%	56.08	17.61	5.69	20.62	100
Total		615	215	75	330	1,235
%		49.80	17.41	6.07	26.72	100

Table 13. Evolution in the Number of Children, Infants and Personnel receiving Family Allowance over the last 10 years

Year	Personnel receiving Family allow.	Total No. of Children	No. of Infants (<3 years)	Average Age of Children as at 31.12.
2007	2,002	2,496	385	10.02
2008	1,900	2,477	380	10.15
2009	1,900	2,560	398	10.22
2010	1,953	2,679	433	10.03
2011	1,952	2,753	423	10.05
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

Figure 6. Evolution in the Average Age of Children of Members of the Personnel over the last 10 years

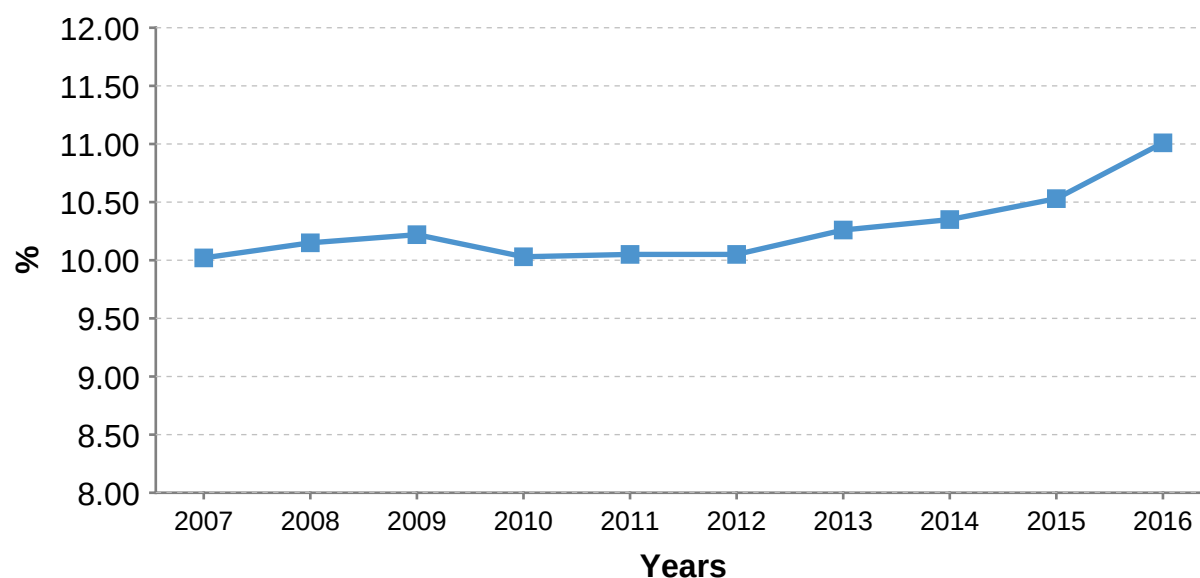


Table 14. Staff Members by Type of Contract and Years of Service - 31.12.2016

Completed Years of Service in 2016	Type of Contract						Grand Total	%
	Limited Duration Contract		Indefinite Contract		Total			
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
>= 35			45	8	45	8	53	2.07
30-34			122	13	122	13	135	5.27
25-29			112	6	112	6	118	4.61
20-24			261	10	261	10	271	10.59
15-19			353	34	353	34	387	15.12
10-14			492	26	492	26	518	20.23
5-9	74	1	276	6	350	7	357	13.95
0-4	701	6	14		715	6	721	28.16
Total	775	7	1,675	103	2,450	110	2,560	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 7. Evolution in the Average Number of Years of Service of Staff Members over the last 10 years

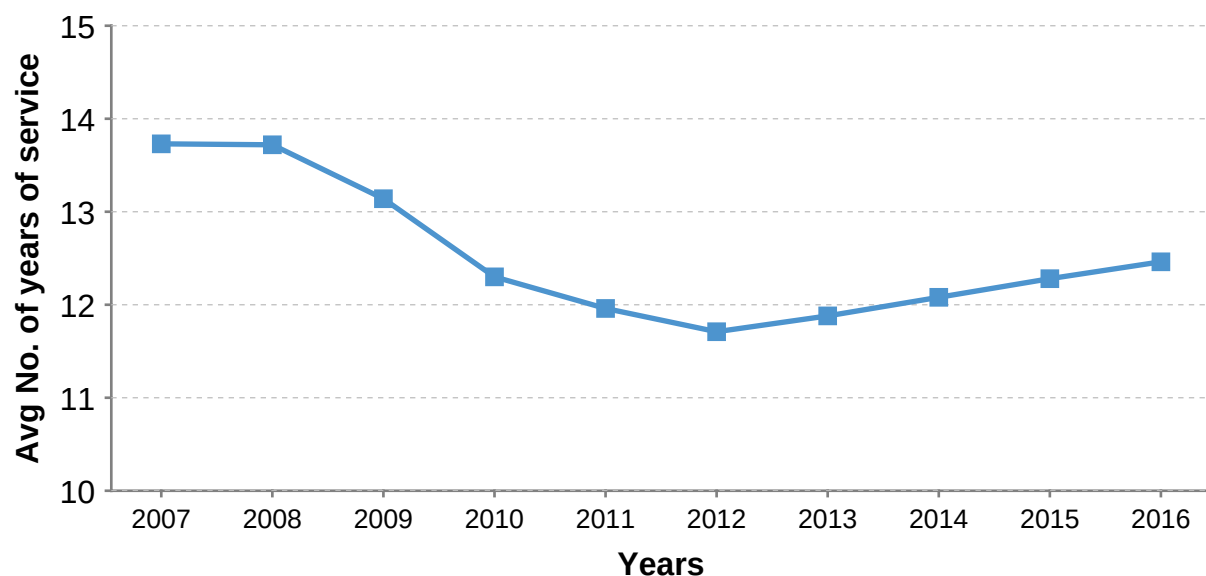


Table 15. Staff Members by Professional Category and Years of Service 31.12.2016

Completed Years of Service in 2016	Professional Category							Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work		
0-4	41	290	227	31	44	87	1	721	28.16
5-9	6	145	142	12	20	31	1	357	13.95
10-14	7	147	244	12	21	87		518	20.23
15-19	6	214	113	2	26	26		387	15.12
20-24	11	152	73	1	26	8		271	10.59
25-29	8	70	20	1	10	9		118	4.61
30-34	2	56	49	1	13	14		135	5.27
>= 35		16	21	1	1	13	1	53	2.07
Total	81	1,090	889	61	161	275	3	2,560	100
Average Years of service of Staff Members	9.93	13.35	12.00	7.38	13.53	11.60	17.00	12.46	

Table 16. Staff Members by Professional Category and Type of Contract - 31.12.2016

Professional Category	Type of contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Scientific Work (Experimental & Theoretical Physics)	39	48.15	42	51.85	81	3.16
2. Scientific & Engineering Work	307	28.17	783	71.83	1,090	42.58
3. Technical work	257	28.91	632	71.09	889	34.73
4. Manual work, Crafts & Trades	35	57.38	26	42.62	61	2.38
5a. Administrative work	46	28.57	115	71.43	161	6.29
5b. Office & Administrative work	97	35.27	178	64.73	275	10.74
5c. Office work	1	33.33	2	66.67	3	0.12
Total	782	30.55	1,778	69.45	2,560	100

Table 17. Staff Members by Gender and Type of Contract - 31.12.2016

Gender	Type of contract				Total	%
	Limited Duration Contract	% of Total Category	Indefinite Contract	% of Total Category		
F	164	31.00	365	69.00	529	20.66
M	618	30.43	1,413	69.57	2,031	79.34
Total	782	30.55	1,778	69.45	2,560	100

Table 18. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the last 5 years

Professional Categories		1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b. Office and Admin. work		5c. Office work	
Category	Type of Contract	2012	%	2013	%	2014	%	2015	%	2016	%				
1	LD	38	48.10	35	45.45	38	48.10	41	50.00	39	48.15				
	IC	41	51.90	42	54.55	41	51.90	41	50.00	42	51.85				
2	LD	283	27.72	288	27.88	286	27.32	295	27.47	307	28.17				
	IC	738	72.28	745	72.12	761	72.68	779	72.53	783	71.83				
3	LD	280	31.71	277	31.30	275	31.25	250	28.64	257	28.91				
	IC	603	68.29	608	68.70	605	68.75	623	71.36	632	71.09				
4	LD	38	28.79	35	29.91	43	37.07	40	39.22	35	57.38				
	IC	94	71.21	82	70.09	73	62.93	62	60.78	26	42.62				
5a	LD	38	30.65	42	30.66	39	28.06	41	28.87	46	28.57				
	IC	86	69.35	95	69.34	100	71.94	101	71.13	115	71.43				
5b	LD	81	31.15	79	31.35	81	32.02	82	32.80	97	35.27				
	IC	179	68.85	173	68.65	172	67.98	168	67.20	178	64.73				
5c	LD	3	23.08	2	16.67	1	10.00					1	33.33		
	IC	10	76.92	10	83.33	9	90.00	8	100.00	2	66.67				
Total	LD	761	30.29	758	30.16	763	30.23	749	29.59	782	30.55				
Total	IC	1,751	69.71	1,755	69.84	1,761	69.77	1,782	70.41	1,778	69.45				
Grand Total		2,512		2,513		2,524		2,531		2,560					

Figure 8. Evolution in the Number of Staff Members by Type of Contract over the last 5 years

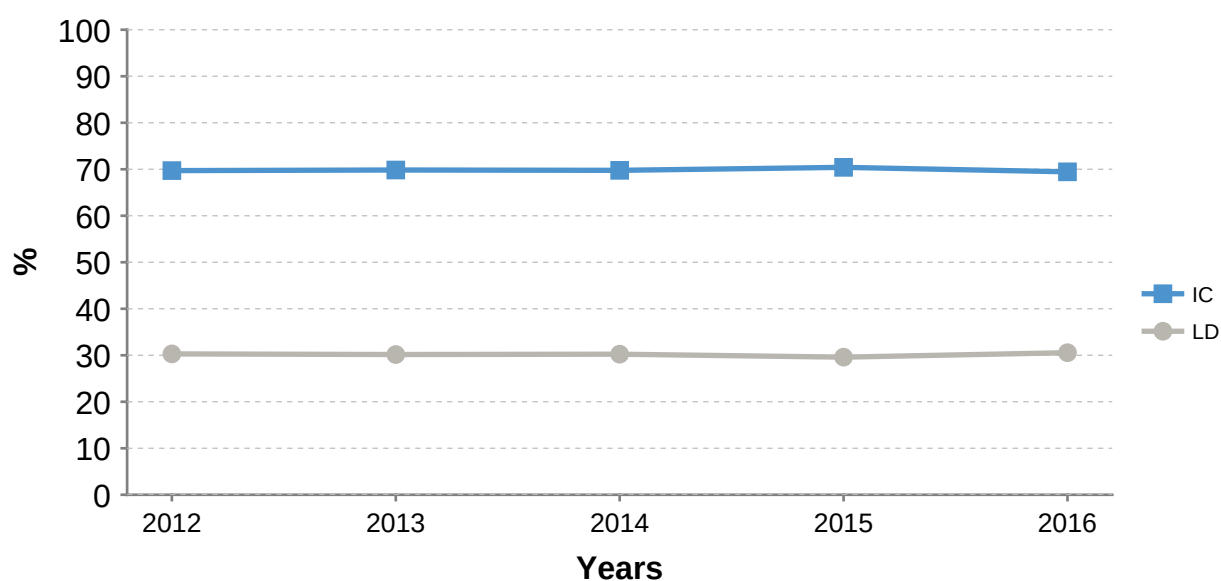


Table 19. Staff Members by Nationality and Type of Residence - 31.12.2016

Nationality	Type of Residence											
	Recruited before 1 January 2007								Recruited as of 1 January 2007		Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity					
	No.	%	No.	%	No.	%	No.	%	No.	%		
AT	31	3.32			19	2.58			50	1.95		
BE	86	9.22	1	0.27	19	2.58	2	0.38	108	4.22		
BG	5	0.54			8	1.09			13	0.51		
CH	44	4.72	58	15.63	9	1.22	73	14.04	184	7.19		
CY	1	0.11							1	0.04		
CZ	3	0.32			5	0.68	1	0.19	9	0.35		
DE	118	12.65	5	1.35	55	7.47	1	0.19	179	6.99		
DK	11	1.18			6	0.82	2	0.38	19	0.74		
ES	55	5.89	9	2.43	87	11.82	6	1.15	157	6.13		
FI	12	1.29			14	1.90	2	0.38	28	1.09		
FR	169	18.11	271	73.05	153	20.79	404	77.69	997	38.95		
GB	115	12.33	6	1.62	73	9.92	13	2.50	207	8.09		
GR	9	0.96			19	2.58	1	0.19	29	1.13		
HU	4	0.43			9	1.22	1	0.19	14	0.55		
IL					1	0.14			1	0.04		
IT	140	15.01	16	4.31	134	18.21	7	1.35	297	11.60		
NL	55	5.89	1	0.27	9	1.22	1	0.19	66	2.58		
NO	6	0.64			5	0.68			11	0.43		
PL	20	2.14			44	5.98			64	2.50		
PT	18	1.93	4	1.08	33	4.48	2	0.38	57	2.23		
RO					13	1.77	1	0.19	14	0.55		
RS					3	0.41			3	0.12		
SE	18	1.93			7	0.95	2	0.38	27	1.05		
SK	9	0.96			5	0.68			14	0.55		
NMS	4	0.43			6	0.82	1	0.19	11	0.43		
Total	933	100	371	100	736	100	520	100	2,560	100		

Table 20. Other Members of the Personnel by Nationality and Status - 31.12.2016

Nationality	Fellows		Training *		MPA (excl. Users) *		Users		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
AT	18	2.40	22	3.99	15	1.27	96	0.81	151	1.06
BE	16	2.13	4	0.72	9	0.76	117	0.99	146	1.02
BG	9	1.20	1	0.18	11	0.93	79	0.67	100	0.70
CH	24	3.20	31	5.62	33	2.78	193	1.63	281	1.96
CY			1	0.18	2	0.17	23	0.19	26	0.18
CZ	11	1.47	3	0.54	2	0.17	227	1.92	243	1.70
DE	75	10.00	57	10.33	87	7.34	1,210	10.24	1,429	9.99
DK	2	0.27	1	0.18	6	0.51	60	0.51	69	0.48
ES	88	11.73	73	13.22	111	9.37	372	3.15	644	4.50
FI	9	1.20	12	2.17	11	0.93	103	0.87	135	0.94
FR	84	11.20	44	7.97	83	7.00	788	6.67	999	6.98
GB	37	4.93	10	1.81	73	6.16	672	5.68	792	5.54
GR	43	5.73	63	11.41	41	3.46	198	1.67	345	2.41
HU	12	1.60	11	1.99	16	1.35	68	0.58	107	0.75
IL	2	0.27			12	1.01	52	0.44	66	0.46
IT	147	19.60	76	13.77	240	20.25	1,813	15.34	2,276	15.91
NL	8	1.07	9	1.63	15	1.27	155	1.31	187	1.31
NO	14	1.87	14	2.54	5	0.42	58	0.49	91	0.64
PK			2	0.36	11	0.93	54	0.46	67	0.47
PL	58	7.73	57	10.33	68	5.74	285	2.41	468	3.27
PT	20	2.67	18	3.26	26	2.19	106	0.90	170	1.19
RO	13	1.73	3	0.54	4	0.34	125	1.06	145	1.01
RS	3	0.40	5	0.91	2	0.17	43	0.36	53	0.37
SE	8	1.07	10	1.81	9	0.76	84	0.71	111	0.78
SK	8	1.07	7	1.27	4	0.34	119	1.01	138	0.96
TR	2	0.27	3	0.54	8	0.68	160	1.35	173	1.21
UA			1	0.18	9	0.76	93	0.79	103	0.72
NMS	39	5.20	14	2.54	272	22.95	4,468	37.80	4,793	33.50
Total	750	100	552	100	1,185	100	11,821	100	14,308	100
%	5.24		3.86		8.28		82.62		100	

* partially or totally paid by CERN.

Table 21. Staff Members by Nationality and Professional Category - 31.12.2016

Nat.	Professional Category															
	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b. Office and Admin. work		5c. Office work		Grand Total	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
AT	2		42	6	3	1			2	1	1	1			50	9
BE	2		43	3	38	3			18	4	7	6			108	16
BG			8	3	3				1		1	1			13	4
CH	1		58	5	72	6	2		9	5	42	38			184	54
CY	1														1	0
CZ			6	1	1		1				1	1			9	2
DE	17		121	6	23	2	3		10	6	5	4			179	18
DK	1		9		6				1	1	2	2			19	3
ES	6	1	98	22	32	4	7	1	7	6	7	5			157	39
FI	1		7		6		4		5	1	5	5			28	6
FR	8	1	206	33	549	27	31	2	48	32	153	134	2	1	997	230
GB	10	1	91	5	49	3	6	2	26	16	25	23			207	50
GR	1		20	2	4				2	1	2	2			29	5
HU			8	2	4	1			1	1	1	1			14	5
IL	1														1	0
IT	18	3	205	28	44	2	2		16	5	11	9	1		297	47
NL	2		38	2	20	2	1		5	1					66	5
NO	1		2		5	1			2		1	1			11	2
PL	1	1	49	4	9	1			3	2	2	2			64	10
PT	3		32	3	15		3		3	2	1	1			57	6
RO			9	1	2	1					3	3			14	5
RS			3	1											3	1
SE			16	2	4		1		2	1	4	4			27	7
SK			13	1							1	1			14	2
NMS	5	1	6	2											11	3
Total	81	8	1,090	132	889	54	61	5	161	85	275	244	3	1	2,560	529

Table 22. Staff Members by Nationality, Grade and Gender - 31.12.2016

Nat.	Grade																					
	1		2		3		4		5		6		7		8		9		10		Grand Total	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F
AT					1	1	1		2	1	12	2	10	1	18	4	6				50	9
BE							11	4	34	5	10	3	20	4	21		10		2		108	16
BG					2	1	1		1		4	1	2	2	3						13	4
CH					22	15	46	19	48	10	17	2	21	4	16	3	11	1	3		184	54
CY																	1				1	0
CZ			1		1	1			1		4	1	1		1						9	2
DE					1	1	8	3	22	2	38	4	27	4	41	1	34	2	8	1	179	18
DK					1	1	1	1	6		2		5		2		1		1	1	19	3
ES			4	1	10	4	11	3	21	2	56	11	30	12	19	5	5	1	1		157	39
FI			1		5	1	2		7	4	5	1	2		4		2				28	6
FR			18	1	151	41	386	88	180	34	102	22	69	23	65	15	19	5	7	1	997	230
GB			5	2	10	5	32	12	33	9	33	9	37	7	25	3	27	3	5		207	50
GR					2	2			4		13	2	2		5		3	1			29	5
HU					2	1	1	1	2		6	2	2		1	1					14	5
IL											1										1	0
IT			1		8	5	24	3	25	3	81	12	53	10	62	8	34	5	9	1	297	47
NL			1		1		4	1	15	1	9	1	10	1	16		10	1			66	5
NO							3	1	3	1			1		3		1				11	2
PL					1	1	6	2	4		31	4	15	2	6	1			1		64	10
PT			2		1		7		9	1	21	1	7	1	9	2	1	1			57	6
RO					2	2	2	2	1		9	1									14	5
RS											3	1									3	1
SE			1		2	1	4	3	2		2	1	2	1	11	1	3				27	7
SK							1	1			3		5	1	4		1				14	2
NMS											4	1	4		2	1	1	1			11	3
Total	0	0	34	4	223	83	551	144	420	73	466	82	325	73	334	45	170	21	37	4	2,560	529

Table 23. Staff Members by Professional Category and Benchmark Job Cluster - 31.12.2016

Benchmark Job Cluster	Professional Category							Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work		
1-2-(3)				7			3	10	0.39
2-3-(4)				54				54	2.11
3-4-(5)			515			220		735	28.71
4-5-(6)			374			55		429	16.76
6-7-(8)	53	939			133			1,125	43.95
9-(10)	28	151			28			207	8.09
Total	81	1,090	889	61	161	275	3	2,560	100

Table 24. Staff Members by Nationality, Gender and Benchmark Job Cluster - 31.12.2016

Nationality		Benchmark Job Cluster													
		1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)		9-(10)		Grand Total	
		All	F	All	F	All	F	All	F	All	F	All	F	All	F
	AT					2	1	2	1	40	7	6		50	9
	BE					11	4	34	5	51	7	12		108	16
	BG					3	1	1		9	3			13	4
	CH			2		63	32	51	12	54	9	14	1	184	54
	CY											1		1	0
	CZ			1		1	1	1		6	1			9	2
	DE			3		6	4	22	2	106	9	42	3	179	18
	DK					2	2	6		9		2	1	19	3
	ES			7	1	18	7	21	2	105	28	6	1	157	39
	FI			4		4	1	7	4	11	1	2		28	6
	FR	9	2	24	1	519	126	183	35	236	60	26	6	997	230
	GB			6	2	41	17	33	9	95	19	32	3	207	50
	GR					2	2	4		20	2	3	1	29	5
	HU					3	2	2		9	3			14	5
	IL									1				1	0
	IT	1		2		28	8	27	3	196	30	43	6	297	47
	NL			1		5	1	15	1	35	2	10	1	66	5
	NO					3	1	3	1	4		1		11	2
	PL					6	2	5	1	52	7	1		64	10
	PT			3		7		9	1	37	4	1	1	57	6
	RO					4	4	1		9	1			14	5
	RS									3	1			3	1
	SE			1		6	4	2		15	3	3		27	7
	SK					1	1			12	1	1		14	2
	NMS									10	2	1	1	11	3
Total		10	2	54	4	735	221	429	77	1,125	200	207	25	2,560	529

Table 25. Evolution in the Number of Staff Members by Age Range over the last 10 years

Age Range	2006	2011	2016
<=25	50	31	13
26-30	214	154	156
31-35	380	349	314
36-40	451	415	445
41-45	393	442	419
46-50	298	384	432
51-55	258	294	382
56-60	399	222	275
61-65	202	133	124
Total	2,645	2,424	2,560

Figure 9. Evolution in the Number of Staff Members by Age Range over the last 10 years

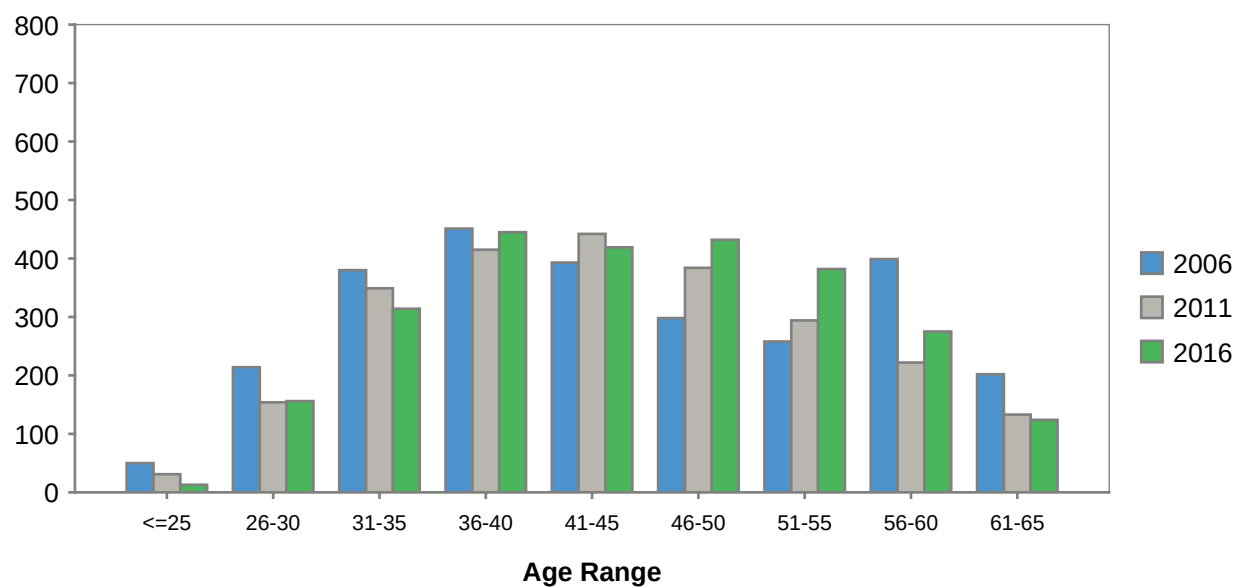


Table 26. Staff Members by Age Range and Professional Category - 31.12.2016

Age range	Professional Category							Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work		
<=25			9			4		13	0.51
26-30	2	48	72	1	3	30		156	6.09
31-35	15	144	107	8	14	26		314	12.27
36-40	17	187	143	27	26	44	1	445	17.38
41-45	9	169	152	8	28	53		419	16.37
46-50	9	187	154	6	32	44		432	16.88
51-55	10	178	121	5	29	38	1	382	14.92
56-60	11	121	87	3	24	29		275	10.74
61-65	8	56	44	3	5	7	1	124	4.84
Total	81	1,090	889	61	161	275	3	2,560	100
Average Age	45.4	45.2	44.3	42.1	46.5	43.7	52	44.8	

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

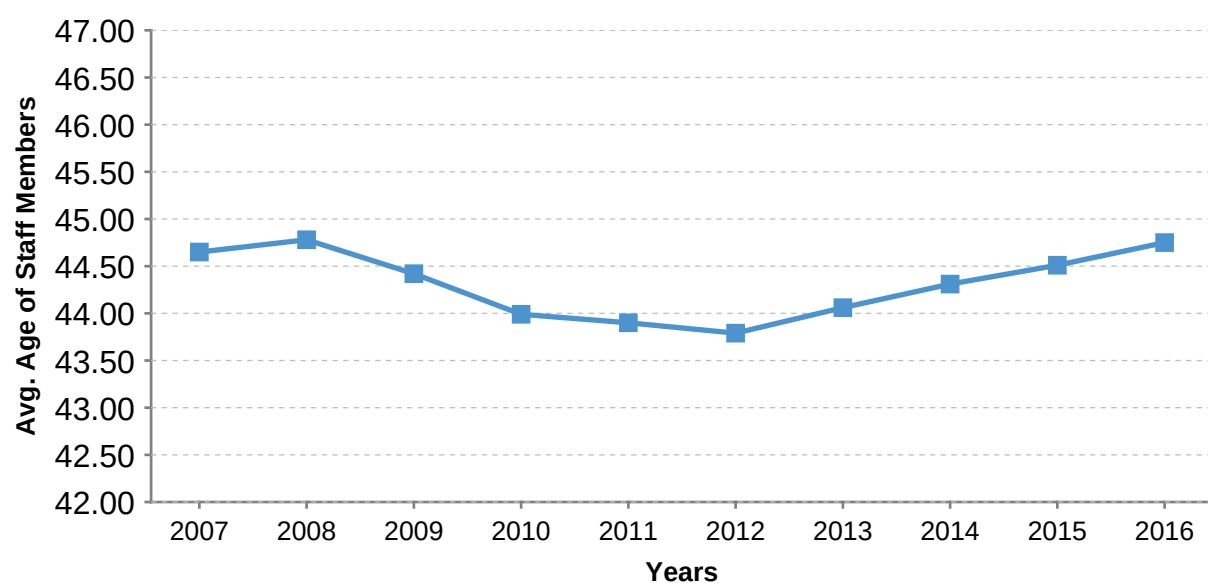


Table 27. Fellows and MPAs by Age Range - 31.12.2016

Age Range	Fellows		MPA exch. scient.		MPA int. coll.		MPA training		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
<=25	90	12.00	10	1.58	1,254	10.14	257	11.26	1,611	11.26
26-30	337	44.93	54	8.52	2,380	19.24	241	21.05	3,012	21.05
31-35	252	33.60	66	10.41	1,673	13.52	45	14.23	2,036	14.23
36-40	63	8.40	87	13.72	1,250	10.10	8	9.84	1,408	9.84
41-45	5	0.67	88	13.88	1,118	9.04		8.46	1,211	8.46
46-50	2	0.27	61	9.62	1,128	9.12	1	8.33	1,192	8.33
51-55	1	0.13	79	12.46	1,067	8.62		8.02	1,147	8.02
56-60			58	9.15	905	7.31		6.73	963	6.73
61-65			48	7.57	668	5.40		5.00	716	5.00
>65			83	13.09	929	7.51		7.07	1,012	7.07
Total	750	100	634	100	12,372	100	552	100	14,308	100

Figure 11. Fellows and MPAs by Age Range - 31.12.2016

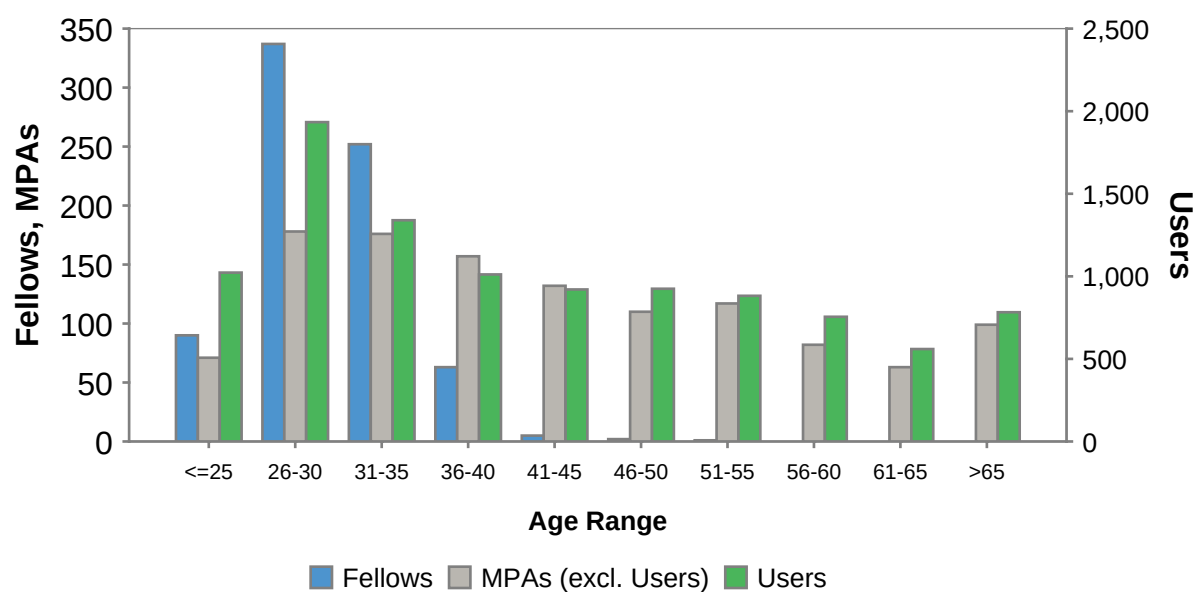


Table 28. Evolution of Arrivals of Staff Members by Age Group over the last 10 years

Years	Age Group									Total
	<=25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	
2007	9	27	22	8	9	1	1			77
	11.69	35.06	28.57	10.39	11.69	1.30	1.30			100
2008	8	31	16	16	12	1	3	3		90
	8.89	34.44	17.78	17.78	13.33	1.11	3.33	3.33		100
2009	16	50	42	23	9	5	4	3		152
	10.53	32.89	27.63	15.13	5.92	3.29	2.63	1.97		100
2010	18	60	73	47	12	10	7	2		229
	7.86	26.20	31.88	20.52	5.24	4.37	3.06	0.87		100
2011	17	42	52	32	14	2	2			161
	10.56	26.09	32.30	19.88	8.70	1.24	1.24			100
2012	12	49	82	27	14	7	2	1	1	195
	6.15	25.13	42.05	13.85	7.18	3.59	1.03	0.51	0.51	100
2013	12	37	38	18	6	7	1			119
	10.08	31.09	31.93	15.13	5.04	5.88	0.84			100
2014	11	40	51	27	13	5	2		1	150
	7.33	26.67	34.00	18.00	8.67	3.33	1.33		0.67	100
2015	10	57	48	27	12	5	3	1		163
	6.13	34.97	29.45	16.56	7.36	3.07	1.84	0.61		100
2016	6	36	51	24	5	5	1	2	2	132
	4.55	27.27	38.64	18.18	3.79	3.79	0.76	1.52	1.52	100

Staff member's age is calculated as of 31.12.2016.

Average age of arrivals

	Professional Category						Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	
in 2016	38.74	34.20	32.76	36.00	40.90	29.94	34.08

Table 29. Staff Member Arrivals and Departures in 2016 by Residential Category and Nationality*

Arrivals						Departures					
Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.	Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.
AT	2		2	1.52	4.00	BE	2		2	1.94	1.85
BE	2		2	1.52	1.85	CH	3	6	9	8.74	4.89
BG	2		2	1.52	15.38	DE	7		7	6.80	3.91
CH	1	10	11	8.33	5.98	DK	2		2	1.94	10.53
DE	6		6	4.55	3.35	ES	2		2	1.94	1.27
DK	2		2	1.52	10.53	FI	1		1	0.97	3.57
ES	13		13	9.85	8.28	FR	17	28	45	43.69	4.51
FI	4	1	5	3.79	17.86	GB	10		10	9.71	4.83
FR	14	23	37	28.03	3.71	GR	2		2	1.94	6.9
GB	10		10	7.58	4.83	HU	1		1	0.97	7.14
GR	5		5	3.79	17.24	IL	1		1	0.97	100
HU	2		2	1.52	14.29	IT	5	1	6	5.83	2.02
IT	20		20	15.15	6.73	NL	3		3	2.91	4.55
NO	1		1	0.76	9.09	NO	2		2	1.94	18.18
PL	7		7	5.30	10.94	PL	4		4	3.88	6.25
PT	2		2	1.52	3.51	PT	1		1	0.97	1.75
RO	1		1	0.76	7.14	RS	1		1	0.97	33.33
RS	1		1	0.76	33.33	SE	2	1	3	2.91	11.11
SE	1	1	2	1.52	7.41	NMS	1		1	0.97	9.09
NMS	1		1	0.76	9.09	Total	67	36	103	100	4.02
Total	97	35	132	100	5.16						

Labour turnover = 4.05 % of average strength.

This table shows all departures from 1 January 2016 to 31 December 2016.

* The person's residential category which are taken into account for arrivals and departures, are the ones at the arrival date and at the departure date respectively.

Table 30. Staff Member Arrivals and Departures in 2016 by Professional Category

Professional Category	Arrivals	Departures
1	9	7
2	52	32
3	40	41
4	1	7
5a	11	7
5b	18	9
5c	1	
Total	132	103

Figure 12. Staff Member Arrivals and Departures in 2016 by Professional Category

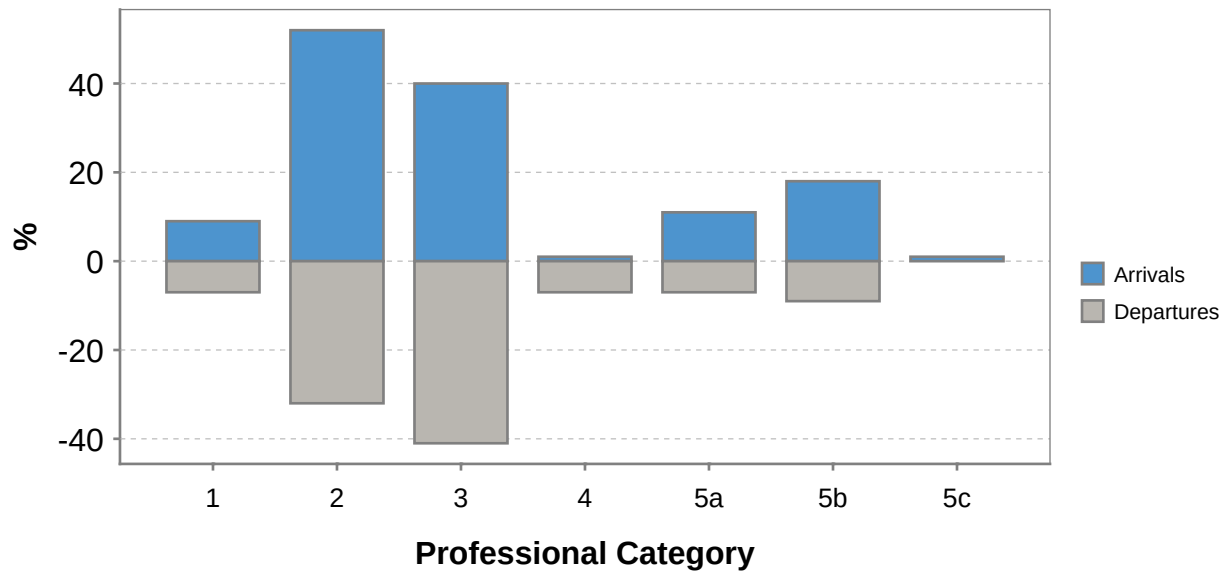


Table 31. Staff Member Departures in 2016 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category															Grand Total
	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b. Office and Admin. work		Total			
	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD		
Family/Social						2								2		2
Job connected		3		2		3				2				10		10
Retirement	1			18		16		3		1		2		41		41
Contract expirations		3		10		18		4		2		6		43		43
Mutual agreement										1				1		1
Invalidity										1		1		2		2
Death				2		2								2	2	4
Total	1	6	20	12	16	25	3	4	3	4	3	6	46	57		103

This table shows all departures from 1 January 2016 to 31 December 2016.

Users

Table 32. Users by Nationality and Experiment - 31.12.2016

Nationality	Experiments											Total
	ATLAS	CMS	ALICE	LHCB	LHC	SPS	PS	RE	R&D	ISOLDE	OTHER	
AT	18	44	1				15	7	1	3	7	96
BE	11	75	1	1	1	5		1		19	3	117
BG	9	39	3	5		11		1		8	3	79
CH	56	45	3	30	1	11	7	14	4	1	21	193
CY	6	13		1		2				1		23
CZ	131	6	26	1	10	23	7	3	4	2	14	227
DE	434	237	127	79	2	73	37	85	13	69	54	1,210
DK	22	1	9	2		6	3		1	13	3	60
ES	101	86	8	52		7		23	14	36	45	372
FI	2	44	8		6	7	15	2		9	10	103
FR	256	123	104	64		56	19	44	24	28	70	788
GB	304	106	23	103		12	21	10	8	50	35	672
GR	83	52	10	4		1		2	8	2	36	198
HU	3	23	24		2	6	2		2	6		68
IL	39	1		1		1	2		2	1	5	52
IT	458	476	191	162	24	181	41	117	48	26	89	1,813
NL	60	13	17	40		2	1	4	5	2	11	155
NO	24	1	23			1	3			5	1	58
PK	6	34	12			1	1					54
PL	57	39	32	33	2	67	3	2	2	27	21	285
PT	32	12	2	2		9	7	13	8	19	2	106
RO	46	11	20	9		6	4	2	3	17	7	125
RS	14	11		1		5				2	10	43
SE	41	5	15	2			2			11	8	84
SK	44	5	40	4		8			1	15	2	119
TR	33	96	4	2		1	2	4	3	1	14	160
UA	19	28	18	8		3		3	4		10	93
NMS	1,527	1,377	588	206	11	216	104	146	41	81	171	4,468
Total	3,836	3,003	1,309	812	59	721	296	483	196	454	652	11,821

Table 33. Users by Professional Category and Yearly Presence in % at CERN - 31.12.2016

Presence	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	
0-10%	3,109	416	186		31	3,742
11-20%	2,325	214	141	1	4	2,685
21-30%	1,453	136	88	2	4	1,683
31-40%	388	34	12		1	435
41-50%	329	23	19		4	375
51-60%	713	62	35		4	814
61-70%	254	35	28			317
71-80%	248	12	15			275
81-90%	171	4	3			178
91-100%	1,095	132	63		27	1,317
Total	10,085	1,068	590	3	75	11,821
%	85.31	9.03	4.99	0.03	0.63	100

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.

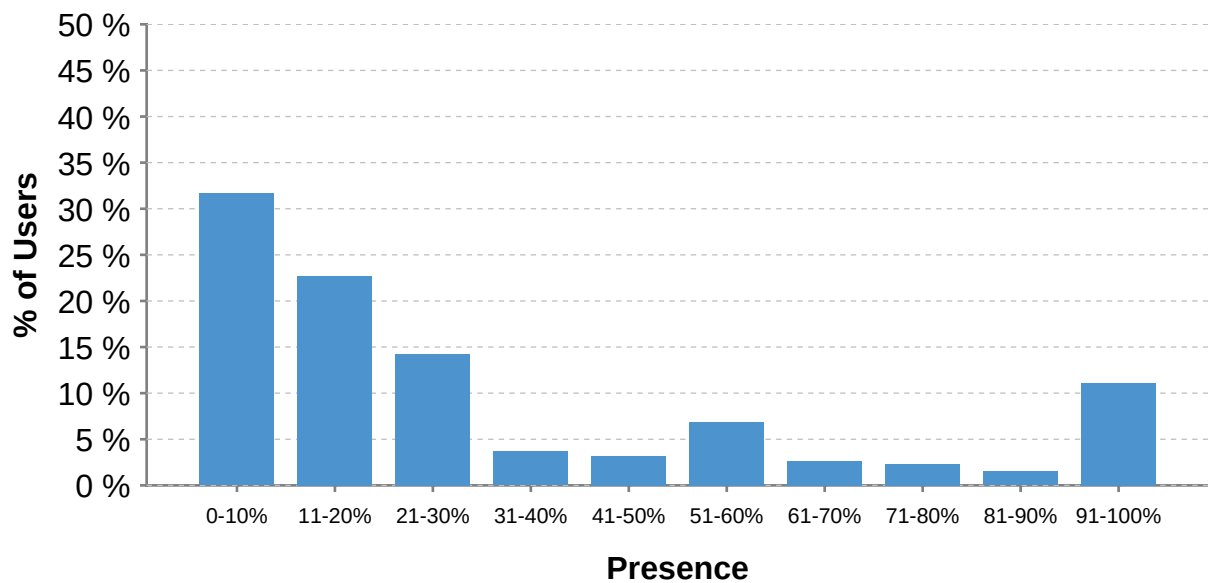
Figure 13. Users by Yearly Presence in % at CERN - 31.12.2016

Table 34. Users by Gender and Professional Category - 31.12.2016

Gender	Professional Category										
	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No. %
Men	8,143	80.74	976	91.39	536	90.85	3	100.00	20	26.67	9,678 81.87
Women	1,942	19.26	92	8.61	54	9.15			55	73.33	2,143 18.13
Total	10,085		1,068		590		3		75		11,821

Figure 14. Female Users by Professional Category - 31.12.2016

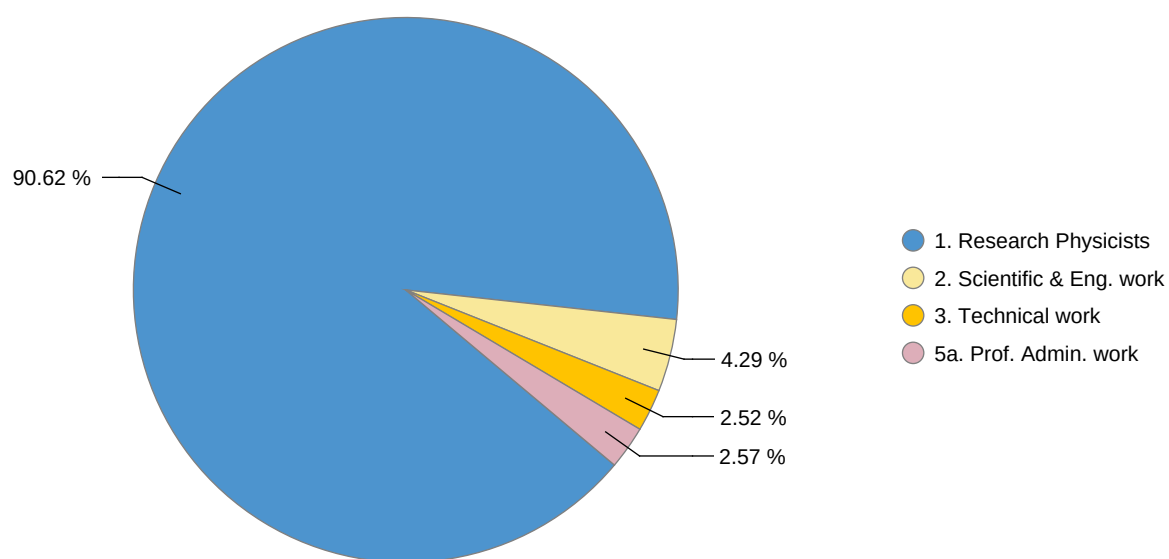


Table 35a. Users by Nationality and Professional Category - 31.12.2016

Nationality	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	
AT	81	6	8		1	96
BE	109	5	2		1	117
BG	66	8	3		2	79
CH	142	21	21	2	7	193
CY	22	1				23
CZ	176	34	15	1	1	227
DE	1,118	47	40		5	1,210
DK	51	4	5			60
ES	307	45	18		2	372
FI	93	3	2		5	103
FR	509	194	73		12	788
GB	577	60	32		3	672
GR	171	22	4		1	198
HU	55	9	1		3	68
IL	36	6	10			52
IT	1,530	114	167		2	1,813
NL	110	25	18		2	155
NO	51	7				58
PK	36	11	7			54
PL	261	20	4			285
PT	96	8	2			106
RO	112	9	3		1	125
RS	40	3				43
SE	81	2	1			84
SK	108	11				119
TR	156	3			1	160
UA	88	5				93
NMS	3,903	385	154		26	4,468
Total	10,085	1,068	590	3	75	11,821
%	85.31	9.03	4.99	0.03	0.63	100

Table 35b. Non-Member State Users by Nationality and Professional Category - 31.12.2016

Nationality	Professional Category				Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	
AL	4				4
AM	17	2	1		20
AR	17		1		18
AU	25	3			28
AZ	8				8
BA	1				1
BD	10	1			11
BI	1				1
BO	3		1		4
BR	87	23	10	1	121
BY	36	6			42
CA	135	6	3	1	145
CL	18	1			19
CM	1				1
CN	380	33	8	1	422
CO	33	9			42
CR	2				2
CU	16				16
DZ	9		2		11
EC	4				4
EE	13				13
EG	30				30
GE	32	10	3		45
HR	38				38
ID	5	7			12
IE	13	1		1	15
IN	273	20	8		301
IQ	1				1
IR	40	1			41
IS	4		1		5
JO		1			1
JP	298	5			303
KE	1	1		1	3
KG			1		1
KN	1				1
KR	150	7	3	4	164
KZ	1				1
LB	15				15
LK	2				2
LT	27	3		2	32

Professional Category

Nationality	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	5a. Prof. Admin. work	Total
LU	1				1
LV	1				1
MA	15	2			17
ME	3				3
MG	2				2
MK	1				1
MN	2				2
MT	1	6			7
MU	2				2
MX	74	2	2		78
MY	14				14
NG	1	1			2
NP	8		1		9
NZ	5		1		6
OM	3				3
PE	6				6
PH	3				3
PS	7				7
PY	1				1
RU	844	140	77	2	1,063
SA	1				1
SG	4				4
SI	27	1			28
SN	2				2
SV	1				1
SX	1				1
SY	1				1
TH	21	1			22
TN	3	1	2		6
TW	45	2	1	1	49
US	994	88	25	12	1,119
UY			1		1
UZ	4				4
VE	8				8
VN	9				9
ZA	32	1	2		35
ZM	1				1
ZW	4				4
Total	3,903	385	154	26	4,468
%	87.35	8.62	3.45	0.58	100

Staff Recruitment

Table 36. Candidates Applied, Invited to/Attended Selection Boards and Appointments Offered/Refused during 2016 by Nationality and Gender

Nat.	Application			Invited			Not Attended			Selected			Refused Offer			Success Rate
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
AT	17	37	54		7	7					2	2				3.70
BE	33	104	137	3	9	12					2	2				1.46
BG	40	105	145		8	8		1	1		3	3				2.07
CH	339	558	897	15	14	29	2		2	3	4	7	1	1	2	0.78
CY	1	7	8													0.00
CZ	14	45	59	1	1	2										0.00
DE	56	184	240	11	23	34	1	2	3	2	7	9		1	1	3.75
DK	9	52	61		3	3					1	1				1.64
ES	153	544	697	11	37	48		1	1	2	10	12		1	1	1.72
FI	38	159	197	3	7	10				2	2	4				2.03
FR	685	2,055	2,740	30	141	171	1	4	5	11	35	46		3	3	1.68
GB	101	438	539	7	46	53		3	3	2	10	12				2.23
GR	154	380	534	7	24	31				2	6	8				1.50
HU	36	72	108	1	8	9	1		1		3	3				2.78
IL	9	92	101		5	5					2	2				1.98
IT	311	1,096	1,407	16	72	88				4	16	20		1	1	1.42
NL	25	64	89	2	7	9				1	2	3		1	1	3.37
NO	20	235	255	2	15	17					3	3				1.18
PK	30	443	473		1	1										0.00
PL	101	311	412	3	20	23				3	5	8				1.94
PT	71	294	365	6	7	13				1		1				0.27
RO	98	196	294	5	6	11				1		1				0.34
RS	11	67	78	1	3	4				1		1				1.28
SE	22	100	122	3	9	12		1	1		2	2				1.64
SK	12	33	45													0.00
TR	31	131	162		1	1										0.00
UA	16	32	48													0.00
NMS	411	1,515	1,926	1	6	7					2	2				0.10
Total	2,844	9,349	12,193	128	480	608	5	12	17	35	117	152	1	8	9	1.25

Figure 15. Candidates Applied, Invited and Selected in 2016 by Gender

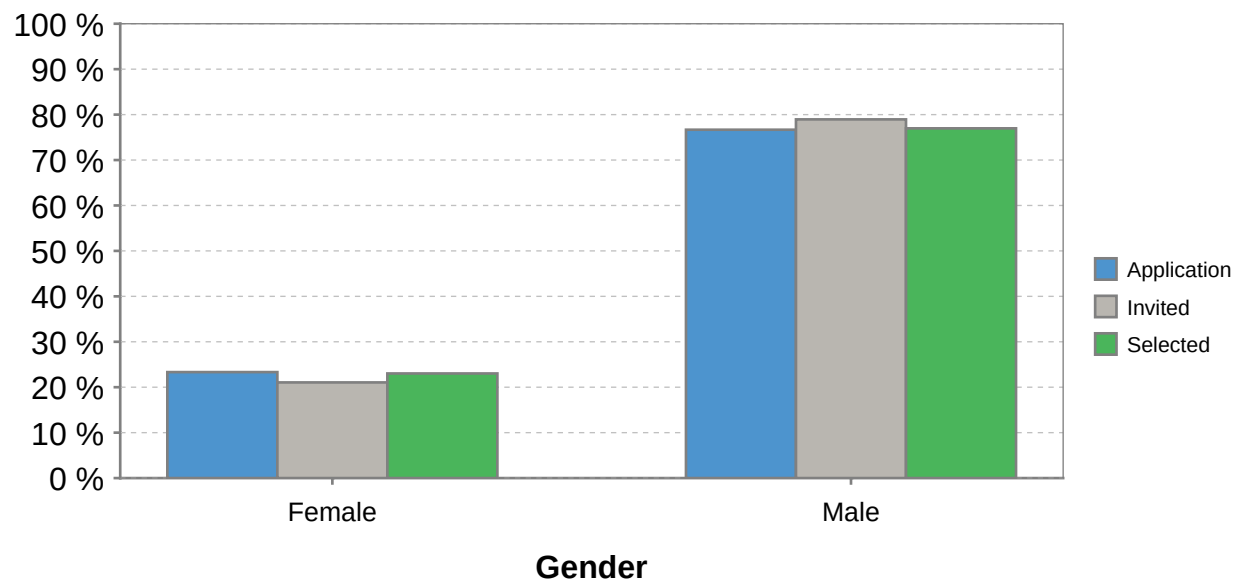


Table 37. Return on Staff Applicants by Nationality in 2016

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	54	0.44	2.16	20.37
BE	137	1.12	2.70	41.48
BG	145	1.19	0.29	410.34
CH	897	7.36	3.96	185.86
CY	8	0.07	0.07	100.00
CZ	59	0.48	0.97	49.48
DE	240	1.97	20.18	9.76
DK	61	0.50	1.72	29.07
ES	697	5.72	7.49	76.37
FI	197	1.62	1.34	120.90
FR	2,740	22.47	14.37	156.37
GB	539	4.42	14.40	30.69
GR	534	4.38	1.30	336.92
HU	108	0.89	0.60	148.33
IL	101	0.83	1.40	59.29
IT	1,407	11.54	10.86	106.26
NL	89	0.73	4.67	15.63
NO	255	2.09	2.86	73.08
PK	473	3.88	0.12	3,233.33
PL	412	3.38	2.76	122.46
PT	365	2.99	1.12	266.96
RO	294	2.41	0.91	264.84
RS	78	0.64	0.12	533.33
SE	122	1.00	2.73	36.63
SK	45	0.37	0.48	77.08
TR	162	1.33	0.42	316.67
UA	48	0.39	0.02	1,950.00
NMS	1,926	15.80		
Total	12,193	100	100	

Table 38. Vacancies Published and Filled during 2016

Vacancies published in 2016	147
Vacancies published and filled in 2016	112
Vacancies published in 2016 and open as at 31.12.2016	35
Vacancies republished in 2016	8

Table 39. Candidates Applied and Selected by Professional Category in 2016

		Candidates			
Prof. Category		Application (%)		Selected (%)	
		F	M	F	M
1		20.00	80.00	12.50	87.50
2		10.04	89.96	13.85	86.15
3		9.85	90.15	5.71	94.29
4			100.00		100.00
5a		53.46	46.54	63.64	36.36
5b		72.21	27.79	92.86	7.14
5c		22.54	77.46		100.00

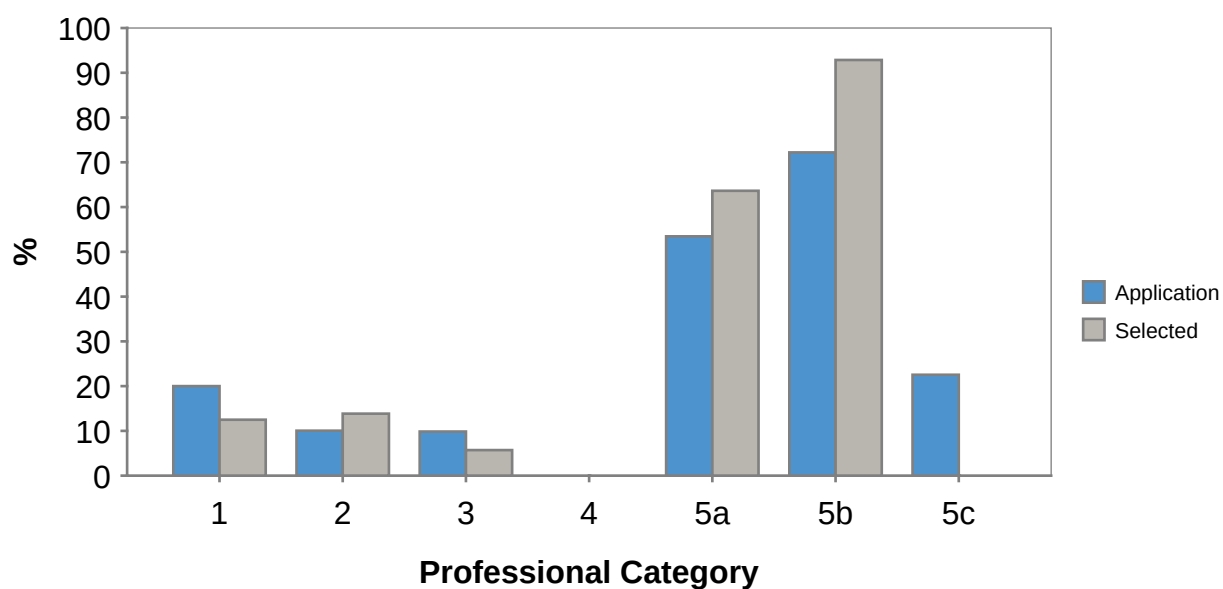
Figure 16. Applications and Success Rate of Female Candidates by Professional Category

Table 40. Number of Staff Candidates Selected by Nationality over the last 5 years

Nationality	2012	2013	2014	2015	2016	Total
AT	6	1	3		2	12
BE	3	4	4	2	2	15
BG	1				3	4
CH	10	2	9	11	7	39
CZ	2		2	2		6
DE	10	7	11	4	9	41
DK	1		2	1	1	5
ES	18	12	20	18	12	80
FI	1		2	4	4	11
FR	75	46	48	54	46	269
GB	20	5	13	16	12	66
GR	4	3	2	5	8	22
HU	3	1	1	2	3	10
IL			2	1	2	5
IT	25	18	17	24	20	104
NL	3	1	2	2	3	11
NO			1		3	4
PL	8	5	8	7	8	36
PT	11	4	7	2	1	25
RO	2	1	4	2	1	10
RS			1	1	1	3
SE	3		2	1	2	8
SK	2					2
NMS	3	3	3	3	2	14
Total	211	113	164	162	152	802

Table 41. Staff Members Recruited (Arrivals) in 2016 by Professional Category

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b. Office and Admin. work	5c. Office work
-------------------------	------------------------	---------------------------	-------------------	----------------	-----------------------	----------------------------	-----------------

1	2	3	4	5a	5b	5c	Total
9	52	40	1	11	18	1	132

Staff on LD contracts granted an IC contract with starting date in 2016

1	2	3	4	5a	5b	5c	Total
1	26	10		3	2		42

Staff with LD extension rates by professional category as at 31.12.2016

	1	2	3	4	5a	5b	5c	Total
No. of eligible *	6	68	67	4	5	17		167
No. of extended	1	16	25	3	3	8		56

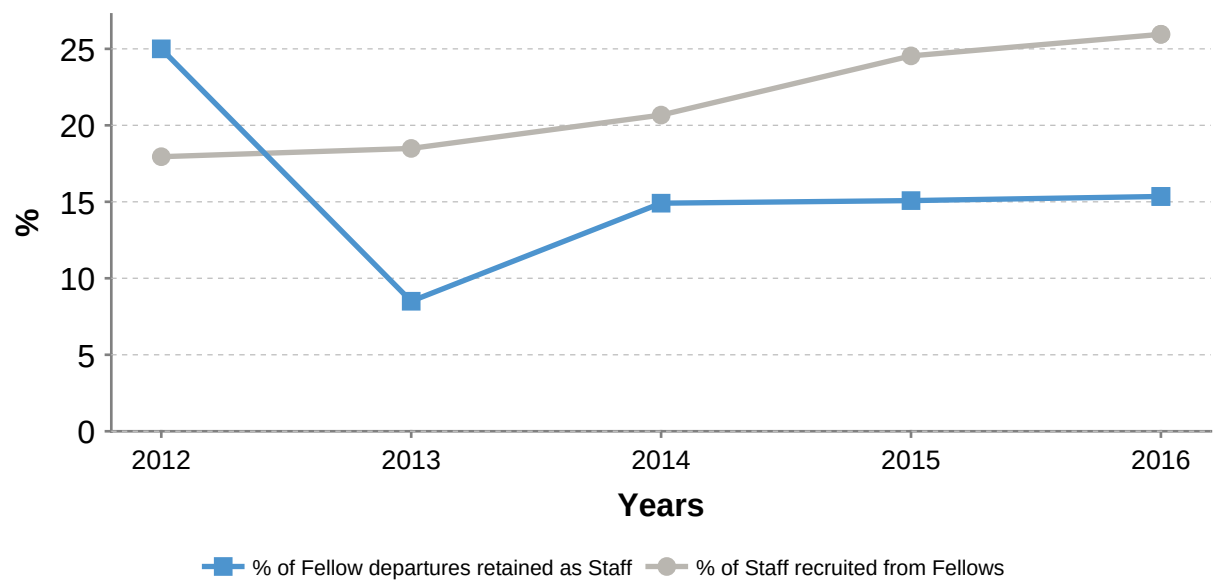
* Staff members on LD contracts in their 5th year on 31st December.

Staff members recruited (Arrivals) by previous CERN status

From	1	2	3	4	5a	5b	5c	Total
Fellows *	6	21	5		2			34
MPA	2	11	3		1	1		18
No previous CERN status	1	20	32	1	8	17	1	80

* including TTEs (Technician Training Experience).

Figure 17. Staff recruited over the last 5 years from Fellows



Fellows Recruitment

Table 42a. Candidates Applied and Selected during 2016 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	4	14	18	1	6	7	38.89
BE	6	21	27		4	4	14.81
BG	10	8	18	1		1	5.56
CH	17	36	53	7	14	21	39.62
CY	1	5	6	1		1	16.67
CZ	7	16	23	1	6	7	30.43
DE	26	104	130	10	42	52	40.00
DK		8	8				
ES	58	135	193	10	18	28	14.51
FI	6	12	18	3	1	4	22.22
FR	40	148	188	12	48	60	31.91
GB	24	86	110	5	18	23	20.91
GR	65	138	203	10	14	24	11.82
HU	5	17	22	2	6	8	36.36
IL		1	1				
IT	57	266	323	15	52	67	20.74
NL	3	14	17	1	4	5	29.41
NO	8	42	50		6	6	12.00
PK	38	254	292	1		1	0.34
PL	35	88	123	6	24	30	24.39
PT	12	43	55		16	16	29.09
RO	14	22	36	1	6	7	19.44
RS	1	3	4				
SE	7	11	18	2	1	3	16.67
SK	5	10	15		1	1	6.67
TR	9	30	39	2	1	3	7.69
UA	1	3	4	1	1	2	50.00
NMS	50	126	176	8	23	31	17.61
Total	509	1,661	2,170	100	312	412	18.99

Table 42b. Candidates Applied and Selected during 2016 by Nationality and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	5	13	18	1	5	6	33.33
BE	6	20	26		5	5	19.23
BG	11	11	22	1		1	4.55
CH	8	28	36	4	10	14	38.89
CY	1	5	6	1		1	16.67
CZ	6	14	20	1	6	7	35.00
DE	24	99	123	9	40	49	39.84
DK		7	7				
ES	60	137	197	11	20	31	15.74
FI	6	12	18	3	1	4	22.22
FR	37	140	177	11	45	56	31.64
GB	20	78	98	4	16	20	20.41
GR	65	139	204	10	14	24	11.76
HU	5	18	23	2	6	8	34.78
IL		1	1				
IT	64	281	345	19	59	78	22.61
NL	2	12	14		2	2	14.29
NO	8	42	50		6	6	12.00
PK	38	258	296	1		1	0.34
PL	37	91	128	7	26	33	25.78
PT	12	43	55		16	16	29.09
RO	17	25	42	2	7	9	21.43
RS	2	3	5				
SE	6	11	17	2	2	4	23.53
SK	6	12	18		1	1	5.56
TR	9	31	40	2	2	4	10.00
UA	1	3	4	1	1	2	50.00
NMS	53	127	180	8	22	30	16.67
Total	509	1,661	2,170	100	312	412	18.99

Table 43. Return on Fellow Applicants by Nationality in 2016

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	18	0.83	2.16	38.40
BE	26	1.20	2.70	44.38
BG	22	1.01	0.29	349.59
CH	36	1.66	3.96	41.89
CY	6	0.28	0.07	395.00
CZ	20	0.92	0.97	95.02
DE	123	5.67	20.18	28.09
DK	7	0.32	1.72	18.76
ES	197	9.08	7.49	121.21
FI	18	0.83	1.34	61.90
FR	177	8.16	14.37	56.76
GB	98	4.52	14.40	31.36
GR	204	9.40	1.30	723.15
HU	23	1.06	0.60	176.65
IL	1	0.05	1.40	3.29
IT	345	15.90	10.86	146.40
NL	14	0.65	4.67	13.82
NO	50	2.30	2.86	80.56
PK	296	13.64	0.12	11,367.17
PL	128	5.90	2.76	213.72
PT	55	2.53	1.12	226.30
RO	42	1.94	0.91	212.69
RS	5	0.23	0.12	192.00
SE	17	0.78	2.73	28.70
SK	18	0.83	0.48	172.81
TR	40	1.84	0.42	438.88
UA	4	0.18	0.02	921.50
NMS	180	8.29		
Total	2,170	100	100	

Table 44. Number of Fellows Selected by Nationality over the last 5 years

Nat.	2012	2013	2014	2015	2016	Total
AT	6	7	6	10	6	35
BE	5	4	7	7	5	28
BG	3	2	2	4	1	12
CH	5	3	13	9	14	44
CY					1	1
CZ	6	2	4	5	7	24
DE	30	24	34	37	49	174
DK	1	1	1	1		4
ES	40	35	47	44	31	197
FI	5	7	3	2	4	21
FR	28	21	39	38	56	182
GB	17	14	21	19	20	91
GR	13	16	15	22	24	90
HU	7	5	2	4	8	26
IL			2	1		3
IT	36	56	53	72	78	295
NL	4		6	1	2	13
NO	2	1	7	6	6	22
PK					1	1
PL	14	22	15	26	33	110
PT	13	8	10	7	16	54
RO	5	1	4	4	9	23
RS		3		1		4
SE	2	3	1	4	4	14
SK	1	4	2	4	1	12
TR				1	4	5
UA					2	2
NMS	32	34	26	21	30	143
Total	275	273	320	350	412	1,630

Student Recruitment

Table 45. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2016 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	5	22	27	2	13	15	55.56
BE	2	8	10		1	1	10.00
BG	1	6	7		1	1	14.29
CH	7	23	30	2	11	13	43.33
CZ	1	11	12		2	2	16.67
DE	27	103	130	9	35	44	33.85
DK	1	16	17		2	2	11.76
ES	24	67	91	10	15	25	27.47
FI	3	24	27	2	7	9	33.33
FR	21	70	91	5	16	21	23.08
GB	33	155	188	1	13	14	7.45
GR	54	173	227	9	28	37	16.30
HU	1	11	12		2	2	16.67
IT	25	101	126	11	30	41	32.54
NL	8	24	32	1	4	5	15.63
NO	11	33	44	6	12	18	40.91
PK	14	52	66	3	1	4	6.06
PL	31	87	118	10	29	39	33.05
PT	7	11	18		2	2	11.11
RO	2	5	7	1	3	4	57.14
RS	6	4	10	1	1	2	20.00
SE	4	21	25	2	11	13	52.00
SK		6	6				
TR	4	21	25		1	1	4.00
UA		3	3				
NMS		1	1	1	2	3	300.00
Total	292	1,058	1,350	76	242	318	23.56

Table 46. Number of Students Selected (TECH, DOCT) by Nationality over the last 5 years

Nat.	2012	2013	2014	2015	2016	Total
AT	12	7	5	15	15	54
BE	1	3	3	7		14
BG	5	3	3	1	2	14
CH	3	3	5	5	6	22
CY					1	1
CZ	4	1	6	3	2	16
DE	37	23	53	35	42	190
DK	1	1	3		1	6
ES	17	14	34	26	27	118
FI	6	1	10	5	9	31
FR	10	7	21	12	19	69
GB	18	16	26	11	6	77
GR	29	37	41	44	36	187
HU	5	6	9	11	3	34
IT	37	33	59	48	44	221
NL	2	2	7	6	5	22
NO	11	11	12	8	19	61
PK					5	5
PL	42	28	53	30	42	195
PT	3	3	7	3	2	18
RO	7	2	5	3	6	23
RS		1	2	1	2	6
SE	6	1	8	7	13	35
SK	1	2	2	4	2	11
TR				1	1	2
UA					2	2
NMS	3	6	10	6	6	31
Total	260	211	384	292	318	1,465

Including students selected to replace those who refused a CERN studentship

Table 47. Candidates Applied and Selected for the Summer Student Programme during 2016 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	5	21	26		4	4	15.38
BE	6	14	20	1	2	3	15.00
BG	9	6	15	2	2	4	26.67
CH	6	10	16		3	3	18.75
CY	5	5	10	1	1	2	20.00
CZ	1	17	18		3	3	16.67
DE	14	62	76	3	20	23	30.26
DK	3	5	8	3	2	5	62.50
ES	26	98	124	3	6	9	7.26
FI	5	7	12	1	3	4	33.33
FR	18	47	65	5	11	16	24.62
GB	28	111	139	1	10	11	7.91
GR	17	55	72	2	6	8	11.11
HU	2	16	18		2	2	11.11
IL	1	2	3	1	2	3	100.00
IT	44	118	162	4	14	18	11.11
NL	5	15	20	4	6	10	50.00
NO	5	13	18		2	2	11.11
PK	5	18	23	2	2	4	17.39
PL	15	36	51	2	4	6	11.76
PT	14	20	34	2	4	6	17.65
RO	8	15	23	4	4	8	34.78
RS	5	8	13	3	2	5	38.46
SE	8	32	40	3	5	8	20.00
SK	6	13	19	1	2	3	15.79
TR	36	74	110	2	1	3	2.73
UA	3	4	7		4	4	57.14
NMS	296	721	1,017	61	93	154	15.14
Total	596	1,563	2,159	111	220	331	15.33

Table 48. Candidates Applied and Selected for the Administrative Student Programme during 2016 by Nationality (or Institute Nationality where Appropriate) and Gender

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	1		1				
BE	1		1				
BG	7	4	11	1	1	2	18.18
CH	16	7	23	3		3	13.04
CZ	2	1	3		1	1	33.33
DE	6	4	10	1		1	10.00
ES	12	6	18	2	2	4	22.22
FI	17	9	26	3	2	5	19.23
FR	28	8	36	4	1	5	13.89
GB	4	6	10	1		1	10.00
GR	57	38	95	12	4	16	16.84
HU	5	1	6	3	1	4	66.67
IT	16	11	27	2		2	7.41
NL	1	1	2				
NO	2	1	3	1		1	33.33
PK	4	10	14	1		1	7.14
PL	8	2	10	2		2	20.00
PT		1	1				
RO	8	2	10		1	1	10.00
RS	2		2				
SE	2		2				
SK	7	2	9	3		3	33.33
TR	2	3	5		1	1	20.00
UA	2		2				
NMS	7	2	9	1		1	11.11
Total	217	119	336	40	14	54	16.07

Including students selected to replace those who refused a CERN studentship

Annex

Definitions

Departments/Units/Sectors

Code	Description
ATS	Accelerators and Technology Sector
BE	Beams Department
DG	Director-General Unit
EN	Engineering Department
EP	Experimental Physics Department
FAP	Finance and Administrative Processes Department
FHR	Financial and Human Resources Sector
HR	Human Resources Department
HSE	Occupational Health, Safety and Environmental Protection Unit
IPT	Industry, Procurement and Knowledge Transfer Department
IR	International Relations Sector
IT	Information Technology Department
PF	Pension Fund Administration Unit
RCS	Research and Computing Sector
SMB	Site Management and Buildings Department
TE	Technology Department
TH	Theoretical Physics Department

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	Office & Administrative work
5c	Office work

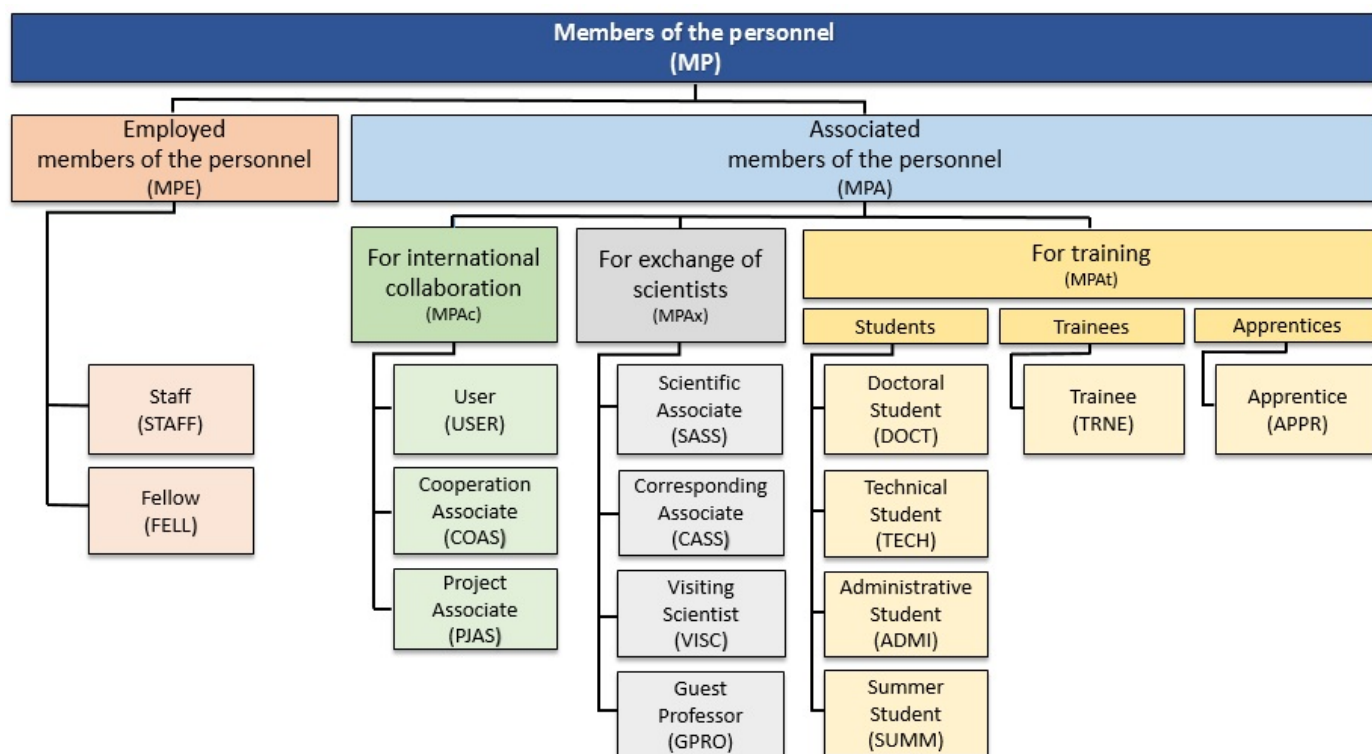
CERN Status

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
TECH	Technical Student
TRNE	Trainee
USER	User
VISC	Visiting Scientist

Types of Contract

Code	Description
LD	Limited Duration Contract
IC	Indefinite Contract

Grouping 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 Engineering Technical Engineer		Civil Engineer			Principal Civil Engineer	
		Computing Technician	Computing Technical Engineer		Computing Engineer			Principal Computing Engineer	
		Electrical Technician	Electrical Technical Engineer		Electrical Engineer			Principal Electrical Engineer	
Electronics Craftsperson		Electronics Technician	Electronics Technical Engineer		Electronics Engineer			Principal Electronics Engineer	
		Electromechanical Technician	Electromechanical Technical Engineer		Electromechanical Engineer			Principal Electromechanical Engineer	
		Health, Safety and Environment Technician	Health, Safety and Environment Technical Engineer		Health, Safety and Environment Engineer			Principal Health, Safety and Environment Engineer	
Mechanical Craftsperson		Mechanical Technician	Mechanical Technical Engineer						
		Material Science/Chemical Technician	Material Science/Chemical Technical Engineer		Material Science/Chemical Engineer/Chemist			Principal Material Science/Chemical Engineer/Chemist	
		Mechanical Technician	Mechanical Technical Engineer		Mechanical Engineer			Principal Mechanical Engineer	
		Radiation Protection Technician	Radiation Protection Technical Engineer		Radiation Protection Physicist			Principal Radiation Protection Physicist	
					Applied Physicist			Principal Applied Physicist	
					Research Physicist			Principal Research Physicist	
					Theoretical Physicist			Principal Theoretical Physicist	
	Firefighter				Commanding Fire Officer				
			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 Relations Support Officer							
					Communication / Public Relations professional			Principal Communication/Public 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 Cluster	Description	Professional Category
1-2-(3)		
	Electronics Craftsperson	4
	Mechanical Craftsperson	4
	Administrative Clerk	5c
2-3-(4)		
	Firefighter	4
3-4-(5)		
	Accelerator/Industrial Process Operations Technician	3
	Civil Engineering Technician	3
	Computing Technician	3
	Electrical Technician	3
	Electromechanical Technician	3
	Electronics Technician	3
	Health, Safety and Environment Technician	3
	Material Science/Chemical Technician	3
	Mechanical Technician	3
	Radiation Protection Technician	3
	Personal/Team Assistant	5b
	Process/Services Assistant	5b
4-5-(6)		
	Accelerator/Industrial Process Operations Technical Engineer	3
	Civil Engineering Technical Engineer	3
	Computing Technical Engineer	3
	Electrical Technical Engineer	3
	Electromechanical Technical Engineer	3
	Electronics Technical Engineer	3
	Fire Officer	3
	Health, Safety and Environment Technical Engineer	3
	Material Science/Chemical Technical Engineer	3
	Mechanical Technical Engineer	3
	Nurse (Occupational Health)	3
	Radiation Protection Technical Engineer	3
	Business Process Support Officer	5b
	Communication/Public Relations Support Officer	5b
	Executive Personal Assistant	5b
	Financial Support Officer	5b
	Human Resources Support Officer	5b
	Logistics Support Officer	5b
	Procurement Support Officer	5b
	Scientific Information Support Officer	5b
6-7-(8)		

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

Benchmark Job Cluster	Description	Professional Category
9-(10)		
	Principal Human Resources Professional	5a
	Principal Internal Auditor	5a
	Principal Knowledge Transfer Professional	5a
	Principal Legal Adviser	5a
	Principal Logistics Professional	5a
	Principal Procurement Professional	5a
	Principal Scientific Information Professional	5a
	Principal Translator	5a

Nationalities

Code	Description
AD	PRINCIPAT D'ANDORRA
AE	UNITED ARAB EMIRATES
AL	ALBANIA
AM	ARMENIA
AO	ANGOLA
AR	ARGENTINA
AT	AUSTRIA
AU	AUSTRALIA
AZ	AZERBAIJAN
BA	BOSNIA
BD	BANGLADESH
BE	BELGIUM
BG	BULGARIA
BI	BURUNDI
BJ	BENIN
BO	BOLIVIA
BR	BRAZIL
BY	BELARUS
CA	CANADA
CF	CENTRAL AFRICAN REPUBLIC
CG	CONGO
CH	SWITZERLAND
CI	IVORY COAST
CL	CHILE
CM	UN.-REP. OF CAMEROON
CN	CHINA
CO	COLOMBIA
CR	COSTA RICA
CU	CUBA
CV	CAPE VERDE
CY	CYPRUS
CZ	CZECH REPUBLIC
DE	GERMANY
DK	DENMARK
DM	DOMINICA
DO	DOMINICAN REPUBLIC
DZ	ALGERIA
EC	ECUADOR
EE	ESTONIA
EG	EGYPT
ER	ERITREA
ES	SPAIN

Nationalities

Code	Description
ET	ETHIOPIA
FI	FINLAND
FR	FRANCE
GA	GABON
GB	UNITED KINGDOM
GE	GEORGIA
GH	GHANA
GI	GIBRALTAR
GP	GUADELOUPE
GR	GREECE
GT	GUATEMALA
HK	HONG-KONG
HN	HONDURAS
HR	CROATIA
HT	HAITI
HU	HUNGARY
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JM	JAMAICA
JO	JORDAN
JP	JAPAN
KE	KENYA
KG	KYRGYZSTAN
KM	COMOROS
KN	SAINT KITTS AND NEVIS
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA
KW	KUWAIT
KZ	KAZAKHSTAN
LB	LEBANON
LI	LIECHTENSTEIN
LK	SRI LANKA
LS	LESOTHO
LT	LITHUANIA
LU	LUXEMBURG
LV	LATVIA

Nationalities

Code	Description
MA	MOROCCO
MD	MOLDOVA
ME	MONTENEGRO
MG	MADAGASCAR
MK	T.F.Y.R. OF MACEDONIA
ML	MALI
MM	MYANAMAR
MN	MONGOLIA
MR	MAURITANIA
MT	MALTA
MU	MAURITIUS
MV	MALDIVES
MX	MEXICO
MY	MALAYSIA
NE	NIGER
NG	NIGERIA
NL	NETHERLANDS
NO	NORWAY
NP	NEPAL
NZ	NEW ZEALAND
OM	OMAN
PA	PANAMA
PE	PERU
PH	PHILIPPINES
PK	PAKISTAN
PL	POLAND
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL
PY	PARAGUAY
QA	QATAR
RE	REUNION
RO	ROMANIA
RS	SERBIA
RU	RUSSIA
RW	RWANDA
SA	SAUDI ARABIA
SD	SUDAN
SE	SWEDEN
SG	SINGAPORE
SI	SLOVENIA
SK	SLOVAKIA
SM	SAN MARINO

Nationalities

Code	Description
SN	SENEGAL
SO	SOMALIA
SV	EL SALVADOR
SX	SINT MAARTEN (DUCH PART)
SY	SYRIEN ARAB REPUBLIC
TH	THAILAND
TM	TURKMENISTAN
TN	TUNISIA
TR	TURKEY
TT	TRINIDAD TOBAGO
TW	TAIWAN
TZ	UN. REP. OF TANZANIA
UA	UKRAINE
UG	UGANDA
US	UNITED STATES OF AMERICA
UY	URUGUAY
UZ	UZBEKISTAN
VE	VENEZUELA
VN	VIETNAM
XK	KOSOVO, REPUBLIC OF
YE	YEMEN
ZA	SOUTH AFRICA
ZM	ZAMBIA
ZW	ZIMBABWE