



**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

2009

Human Resources Department
March 2010

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Definitions

Departments / Units

Code Department

BE	Beams
DG	Director-General
EN	Engineering
FP	Finance and Procurement
GS	General Infrastructure Services
HR	Human Resources
IT	Information Technology Servoces
PF	Pension Fund
PH	Physics
TE	Technology

Nationalities

According to the interntional ISO codes

MS	Member States
NMS	Non-member States

Professional Categories

Code Category

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

Types of Contract

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

Grouping of Associated Members of the Personnel

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

NOTES

These statistics include 66 staff members paid, or partially paid, by sources other than the CERN budget.

All figures refer to a headcount as at 31.12.2009 unless specified otherwise.

TABLE 1. Total Number of Members of the Personnel by Department, Status and Funding - 31.12.2009

	Staff	Fellows	Paid Assoc. MS	Paid Assoc. NMS	Students	Apprent.	Total CERN	Users MS	Users NMS	Grand Total
BE	366	49	24	15	53		507	43	53	603
DG	168	10	5		14		197	32	8	237
EN	371	33	11	9	26		450	25	6	481
FP	65						65	1		66
GS	217	10	7	4	10		248	4	4	256
HR	67	3			2	24	96			96
IT	237	44	13	6	22		322	62	35	419
PF	14						14			14
PH	491	198	124	49	70		932	5825	3349	10106
TE	382	24	20	4	27		457	29	19	505
Total	2378	371	204	87	224	24	3288	6021	3474	12783

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

Figure 1: Members of the Personnel - 31.12.2009

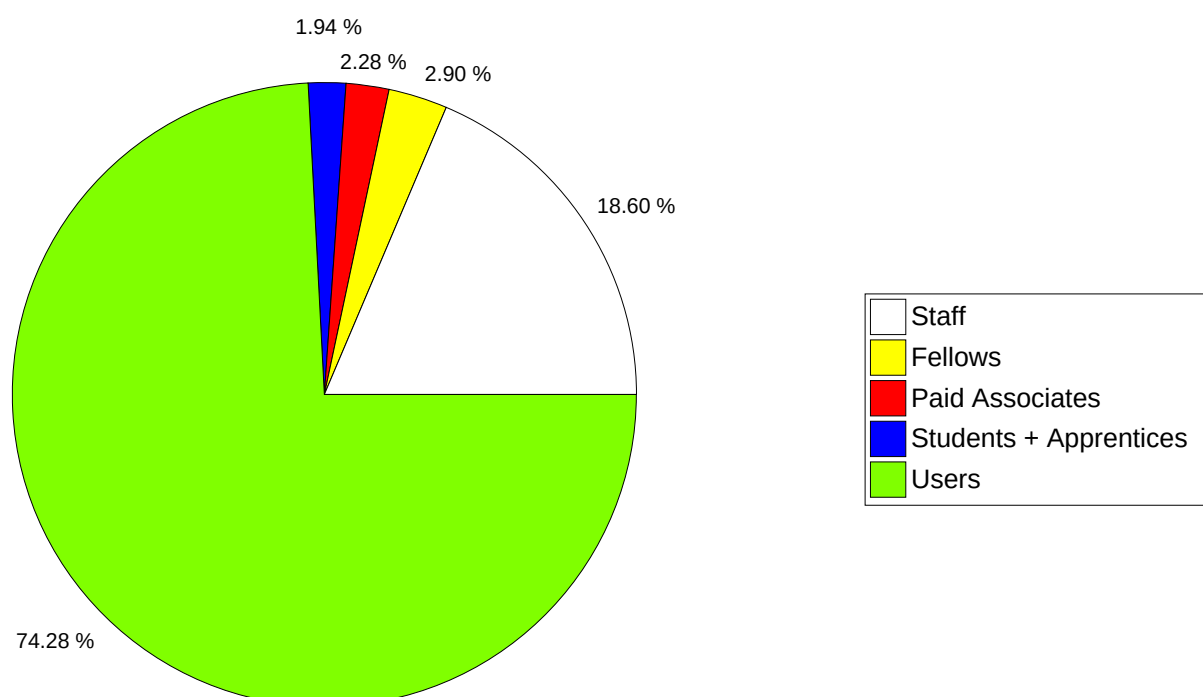


TABLE 2. Evolution in the number of Staff Members, Fellows and Associates over the last 5 years (Students and Apprentices excluded)

	Staff Members			Fellows		Paid Assoc.		CERN Total		Unp. Assoc. +Users		Grand Total	
	internat.	local											
31.12.2005	2 374	261	21	246	27	397	74	3 278	122	6 333	168	9 611	290
31.12.2006	2 349	296	10	269	23	444	47	3 358	80	7 494	1 161	10 852	1 241
31.12.2007	2 544	0	- 101	276	7	371	- 73	3 191	- 167	8 369	875	11 560	708
31.12.2008	2 400	0	- 144	294	18	290	- 81	2 984	- 207	9 140	771	12 124	564
31.12.2009	2 378	0	- 22	371	77	291	1	3 040	56	9 495	355	12 535	411

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

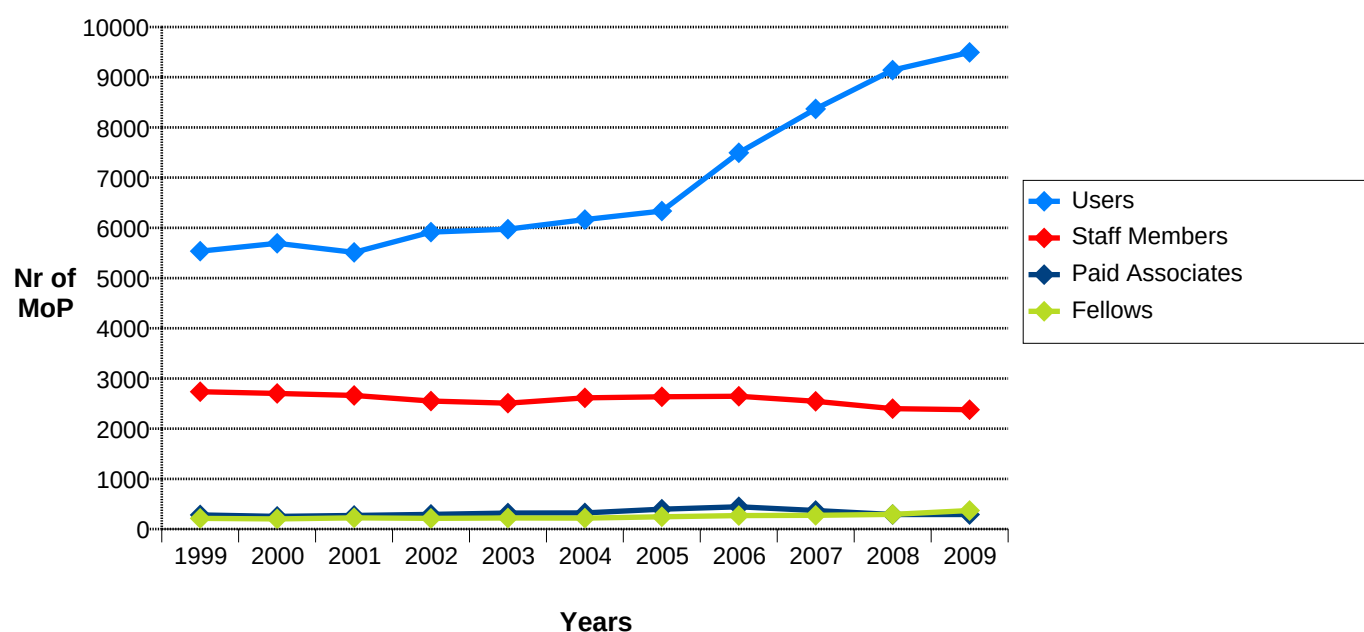


TABLE 3. Total Number of Female Members of the Personnel by Department and Status - 31.12.2009

	Staff	Fellows	Paid Assoc. MS	Paid Assoc. NMS	Students	Apprent.	Users MS	Users NMS	Total CERN	Grand Total
BE	50	11	5		9		3	5	75	83
DG	79	4	2		5		7	4	90	101
EN	39	6	2	1	3		6		51	57
FP	43								43	43
GS	47	1	5		3		1	1	56	58
HR	55	2				7			64	64
IT	49	7		2	3		8	6	61	75
PF	8								8	8
PH	95	34	13	10	11		944	486	163	1593
TE	35	3	3		6		6		47	53
Total	500	68	30	13	40	7	975	502	658	2135

	Staff	Fellows	Paid Assoc.	Students	Apprent.	Users	Total CERN Paid	Grand Total
%	21.03	18.33	14.78	17.86	29.17	15.56	20.01	16.70

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

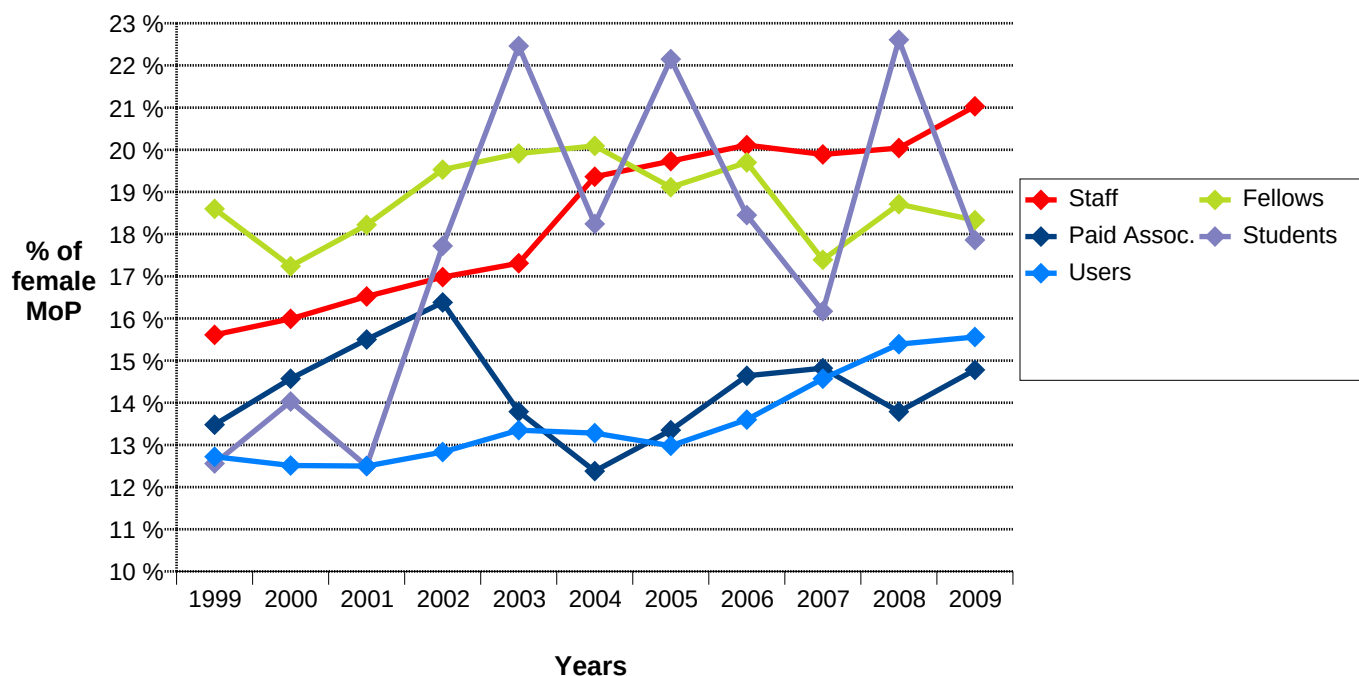


TABLE 4. Staff Members, Fellows and Paid Associates by Professional Category, at End 2009 and 2008

	2009						2008					
	Staff		Fellows & Paid Assoc.		Total		Staff		Fellows & Paid Assoc.		Total	
	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%	Nr	%
1. Research Physicists	74	3.11	237	35.80	311	10.23	71	2.96	192	32.88	263	8.81
2. Scientific & Eng. work	908	38.18	402	60.73	1310	43.09	914	38.08	376	64.38	1290	43.23
3. Technical work	827	34.78	12	1.81	839	27.60	838	34.92	10	1.71	848	28.42
4. Manual work	171	7.19			171	5.63	190	7.92			190	6.37
5a. Prof. Admin. work	109	4.58	10	1.51	119	3.91	106	4.42	5	0.86	111	3.72
5b. Office and Admin. work	266	11.19	1	0.15	267	8.78	256	10.67	1	0.17	257	8.61
5c. Office work	23	0.97			23	0.76	25	1.04			25	0.84
Total	2378	100	662	100	3040	100	2400	100	584	100	2984	100

Figure 5a. Female Staff Members by Professional Category - 31.12.2009

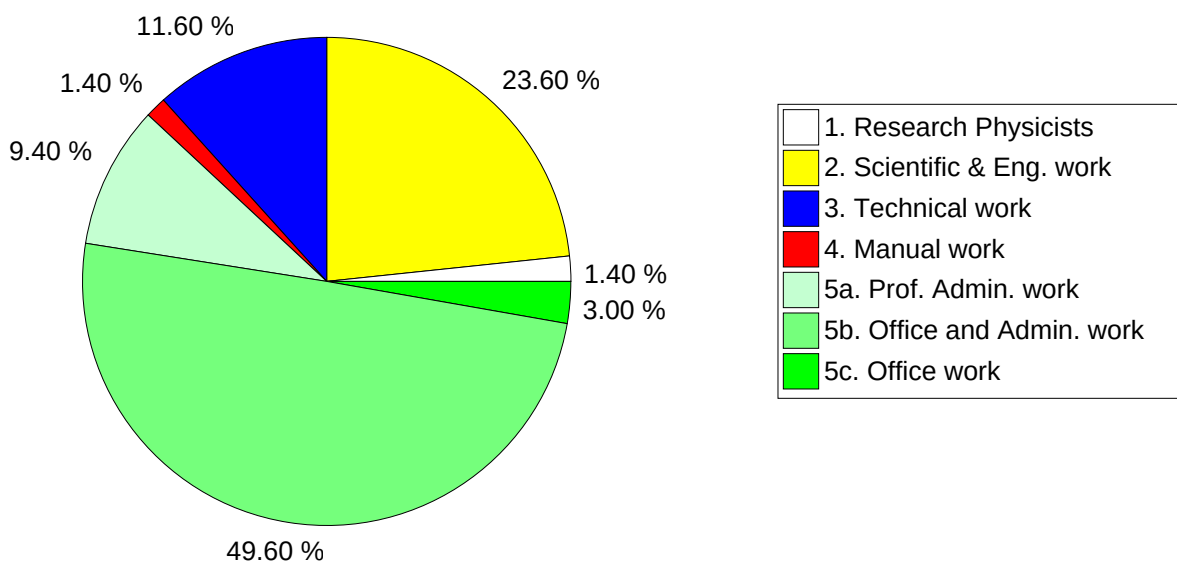


TABLE 5A. Staff Members by Gender and Professional Category - 31.12.2009

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%	5c	%		
Men	67	90.54	790	87.00	769	92.99	164	95.91	62	56.88	18	6.77	8	34.78	1878	78.97
Women	7	9.46	118	13.00	58	7.01	7	4.09	47	43.12	248	93.23	15	65.22	500	21.03
Total	74	100	908	100	827	100	171	100	109	100	266	100	23	100	2378	100

TABLE 5B. Users by Gender and Professional Category - 31.12.2009

	Professional Category														Total	%
	1	%	2	%	3	%	4	%	5a	%	5b	%				
Men	6456	83.52	910	89.57	622	92.15	7	100.00	23	36.51					8018	84.44
Women	1274	16.48	106	10.43	53	7.85			40	63.49	4	100.00			1477	15.56
Total	7730	100	1016	100	675	100	7	100	63	100	4	100			9495	100

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
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Figure 5b: Female Users by Professional Category - 31.12.2009

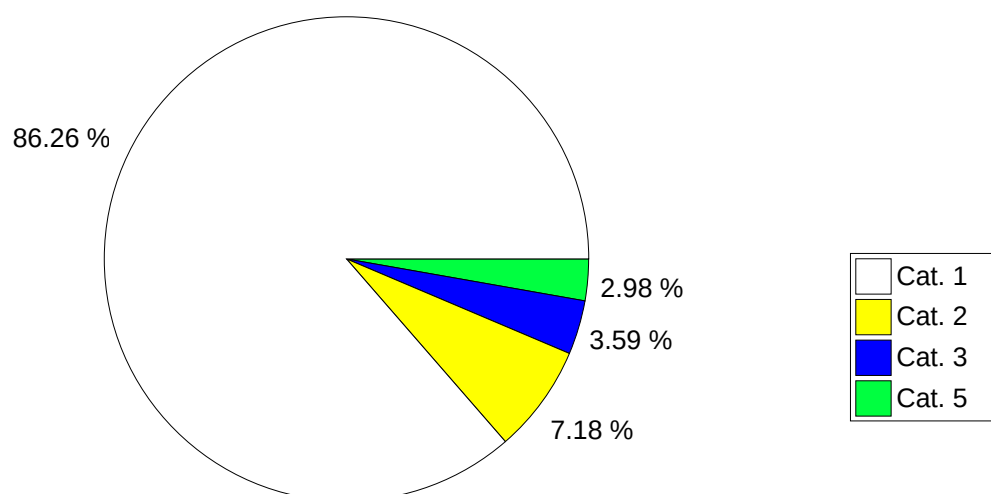


TABLE 6. Staff Members by Professional Category over the past 10 years

Prof. Category	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
1	95	90	88	81	72	74	73	76	78	71	74
2	949	960	979	977	953	958	957	980	969	914	908
3	946	933	911	862	862	881	898	900	867	838	827
4	298	271	244	203	205	224	233	224	208	190	171
5A	123	130	130	127	128	126	122	122	111	106	109
5B	247	251	251	254	249	305	308	303	279	256	266
5C	77	67	60	46	38	46	44	40	32	25	23
Total	2735	2702	2663	2550	2507	2614	2635	2645	2544	2400	2378

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

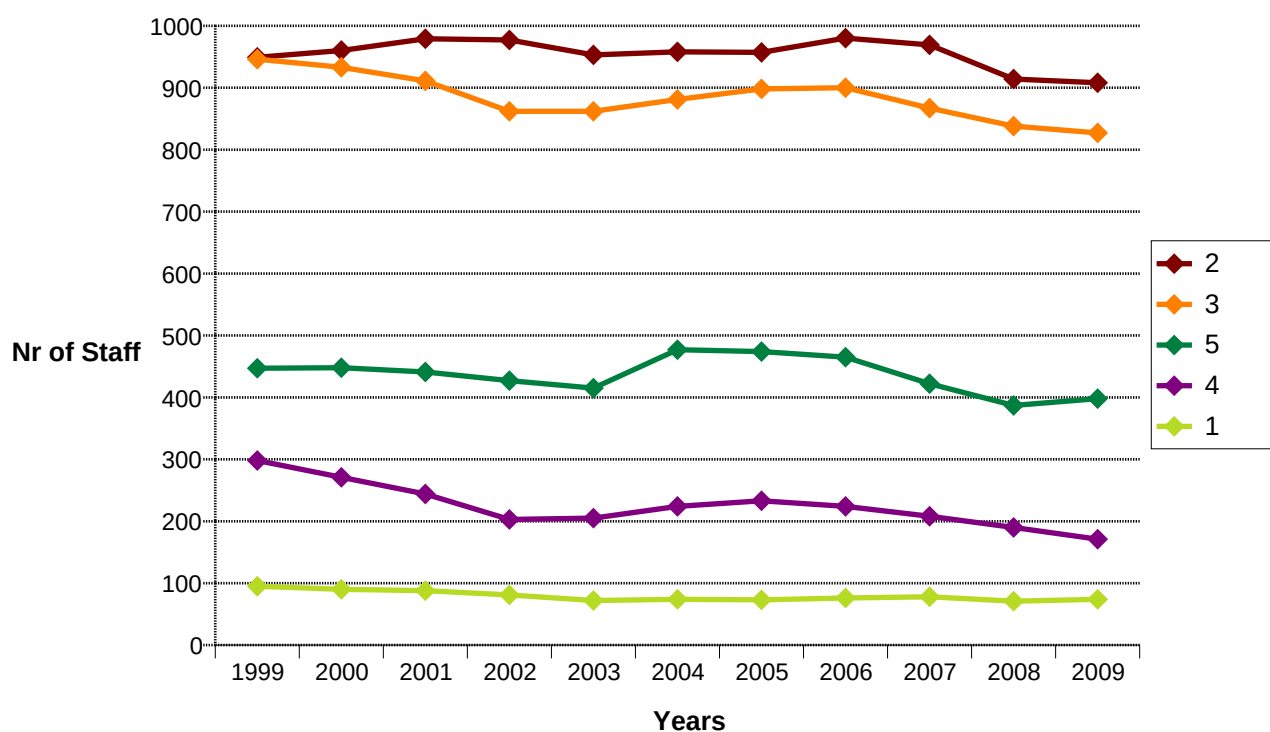


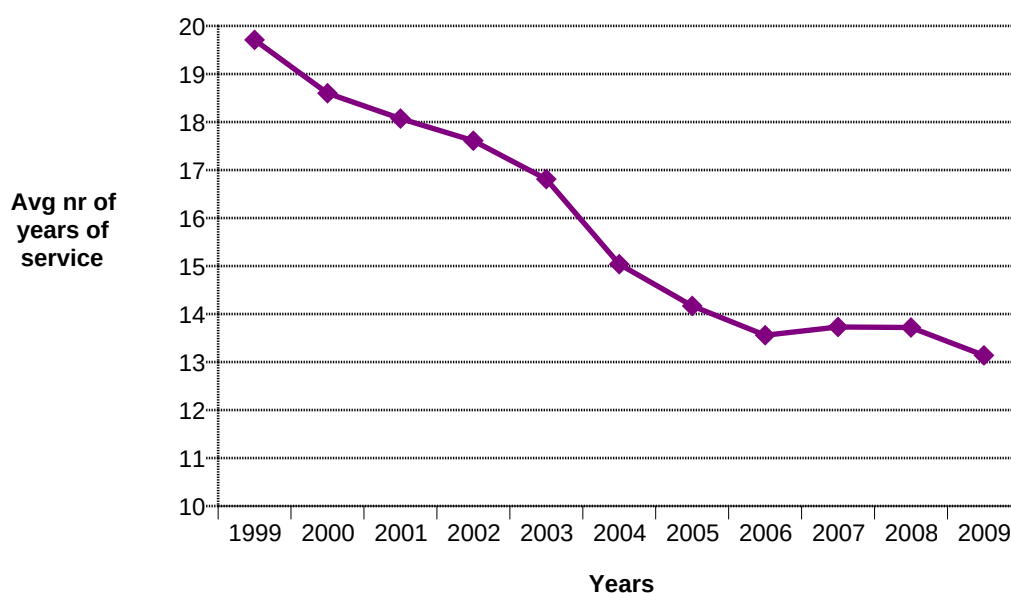
TABLE 7. Users by Nationality and Professional Category - 31.12.2009

Nationality	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	
AT	84	12	5		2		103
BE	84	8	5				97
BG	60	10	8		2		80
CH	140	27	19	3	4		193
CZ	146	23	8	1	1		179
DE	966	50	45	1	6	1	1069
DK	52	5	7				64
ES	240	47	17				304
FI	56	4	3		7	1	71
FR	498	168	90	2	10	1	769
GB	474	57	31		5	1	568
GR	137	16	1				154
HU	51	11	2				64
IT	1254	129	223		6		1612
NL	106	29	23		1		159
NO	55	8	1				64
PL	170	25	16		1		212
PT	91	15	6				112
SE	61	6	3		1		71
SK	63	12	1				76
NMS	2942	354	161		17		3474
Total	7730	1016	675	7	63	4	9495
%	81.41	10.70	7.11	0.07	0.66	0.04	100

TABLE 8. Staff Members by Type of Contract and Years of Service - 31.12.2009

	Limited Duration Contract		Fixed-Term Contract	Indefinite Contract		Total		Grand Total	%
	Full Time	Part Time	Full Time	Full Time	Part Time	Full Time	Part Time		
>= 35				123	45	123	45	168	7.06
30-34				100	7	100	7	107	4.50
25-29				204	15	204	15	219	9.21
20-24				134	7	134	7	141	5.93
15-19				217	9	217	9	226	9.50
10-14				340	14	340	14	354	14.89
5-9	104	8		415	14	519	22	541	22.75
0-4	571	15	1	35		607	15	622	26.16
Total	675	23	1	1568	111	2244	134	2378	100

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

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


**TABLE 9. Staff Members by Professional Category and Type of Contract -
31.12.2009**

Professional Category	Type of Contract						Total	%
	Limited Duration Contract	% of Total Category	Fixed-Term Contract	% of Total Category	Indefinite Contract	% of Total Category		
1. Research Physicists	32	43.24			42	56.76	74	100
2. Scientific & Eng. work	205	22.58	1	0.11	702	77.31	908	100
3. Technical work	254	30.71			573	69.29	827	100
4. Manual work	63	36.84			108	63.16	171	100
5a. Prof. Admin. work	29	26.61			80	73.39	109	100
5b. Office and Admin. work	106	39.85			160	60.15	266	100
5c. Office work	9	39.13			14	60.87	23	100
Total	698	29.35	1	0.04	1679	70.61	2378	100

Table 10. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the past 5 years

		2005	%	2006	%	2007	%	2008	%	2009	%
1	LD	31	42.47	32	42.11	35	44.87	28	39.44	32	43.24
	IC	42	57.53	44	57.89	43	55.13	43	60.56	42	56.76
2	LD	261	27.27	266	27.14	258	26.63	216	23.63	205	22.58
	IC	696	72.73	714	72.86	711	73.37	698	76.37	703	77.42
3	LD	294	32.74	304	33.78	277	31.95	272	32.46	254	30.71
	IC	604	67.26	596	66.22	590	68.05	566	67.54	573	69.29
4	LD	71	30.47	82	36.61	81	38.94	81	42.63	63	36.84
	IC	162	69.53	142	63.39	127	61.06	109	57.37	108	63.16
5A	LD	40	32.79	40	32.79	34	30.63	26	24.53	29	26.61
	IC	82	67.21	82	67.21	77	69.37	80	75.47	80	73.39
5B	LD	120	38.96	128	42.24	117	41.94	110	42.97	106	39.85
	IC	188	61.04	175	57.76	162	58.06	146	57.03	160	60.15
5C	LD	12	27.27	13	32.50	9	28.13	9	36.00	9	39.13
	IC	32	72.73	27	67.50	23	71.88	16	64.00	14	60.87
Total	LD	829	31.46	865	32.70	811	31.88	742	30.92	698	29.35
	IC	1806	68.54	1780	67.30	1733	68.12	1658	69.08	1680	70.65
Grand Total		2635		2645		2544		2400		2378	

Figure 10. Evolution in the Numbers of Staff Members by Type of Contract over the past 5 years

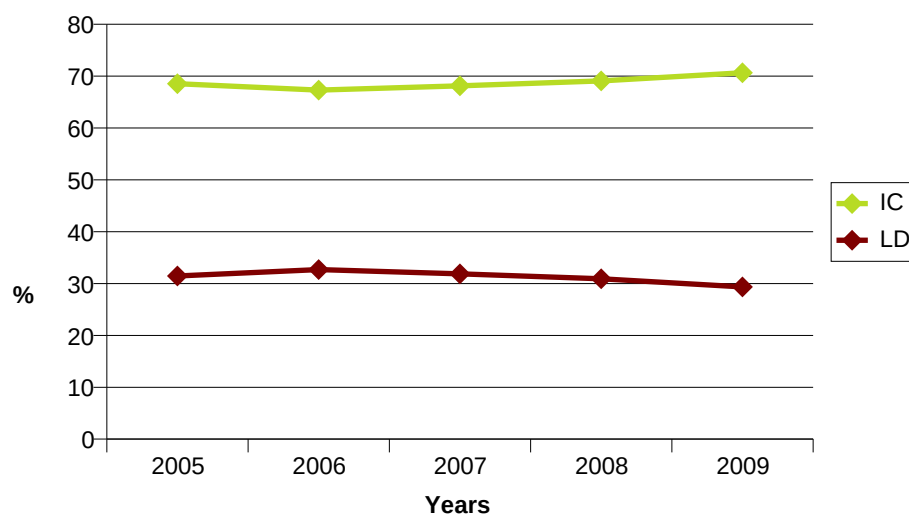


TABLE 11. Evolution in the number of children, infants and personnel receiving family allowance over the last 10 years

Year	Personnel receiving Family allow.	Total Nr of Children	Nr of Infants (<3 years)	Average Age of Children as at 31.12.
1999	2303	2268	294	12.05
2000	2250	2196	303	11.67
2001	2200	2220	334	11.11
2002	2103	2161	312	10.88
2003	2046	2039	290	10.94
2004	2149	2289	365	10.33
2005	2081	2379	384	10.05
2006	2082	2471	404	9.92
2007	2002	2496	385	10.02
2008	1900	2477	380	10.15
2009	1900	2560	398	10.22

Figure 11. Evolution in the Average Age of Children of Members of the Personnel over the last 10 years

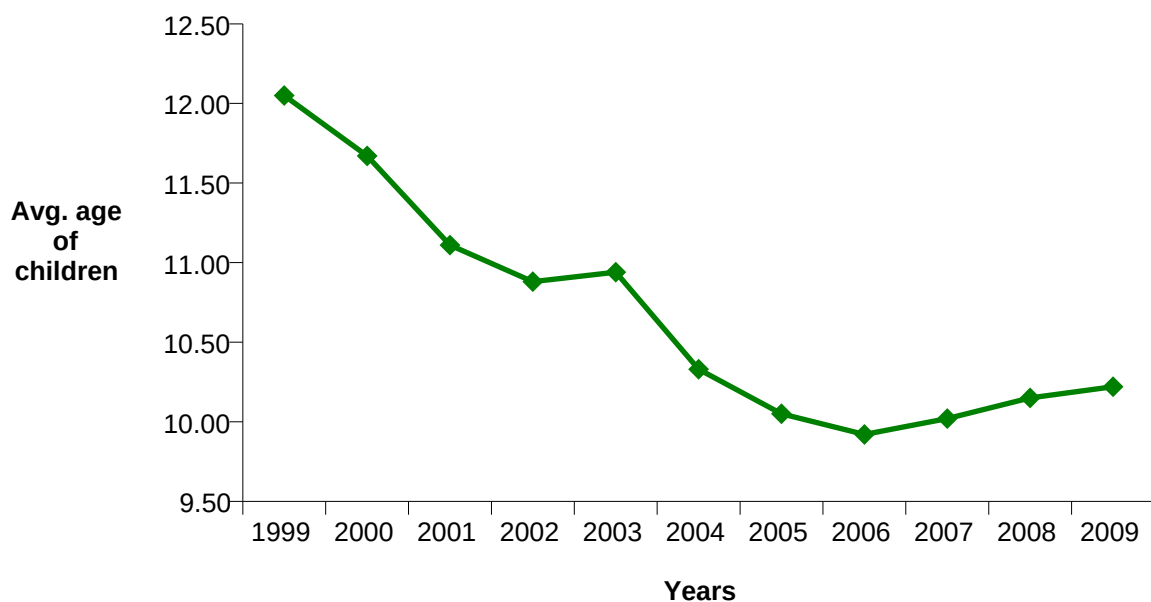


TABLE 12. Staff Members by Nationality and Type of Residence - 31.12.2009

Nationality	SRR 1996 or prior				SRR 2007				Total	
	Non Resident		Resident		International Indemnity		Non International Indemnity			
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	40	3.13			3	1.90			43	1.81
BE	103	8.05	1	0.18	2	1.27	2	0.52	108	4.54
BG	7	0.55			2	1.27			9	0.38
CH	39	3.05	94	16.97	4	2.53	46	11.92	183	7.70
CZ	5	0.39							5	0.21
DE	150	11.72	6	1.08	14	8.86	1	0.26	171	7.19
DK	15	1.17			3	1.90	1	0.26	19	0.80
ES	70	5.47	9	1.62	11	6.96	5	1.30	95	3.99
FI	17	1.33			4	2.53	3	0.78	24	1.01
FR	289	22.58	410	74.01	28	17.72	306	79.27	1033	43.44
GB	179	13.98	6	1.08	15	9.49	11	2.85	211	8.87
GR	16	1.25			1	0.63	1	0.26	18	0.76
HU	9	0.70			1	0.63	2	0.52	12	0.50
IT	168	13.13	22	3.97	30	18.99	5	1.30	225	9.46
NL	67	5.23	2	0.36	1	0.63	1	0.26	71	2.99
NO	11	0.86			3	1.90			14	0.59
PL	27	2.11			19	12.03			46	1.93
PT	22	1.72	4	0.72	6	3.80	2	0.52	34	1.43
SE	28	2.19			1	0.63			29	1.22
SK	10	0.78			4	2.53			14	0.59
NMS	8	0.63			6	3.80			14	0.59
Total	1280	100	554	100	158	100	386	100	2378	100

SRR = Staff Rules and Regulations

**TABLE 13. Other Members of the Personnel by Nationality and Status -
31.12.2009**

	Fellows		Paid Assoc. *		Students *		Apprent.		Total CERN paid		Users	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	11	2.96	12	4.12	23	10.27			46	5.05	103	1.08
BE	5	1.35	2	0.69	3	1.34			10	1.10	97	1.02
BG	1	0.27	3	1.03	2	0.89			6	0.66	80	0.84
CH	7	1.89	9	3.09	5	2.23	21	87.50	42	4.62	193	2.03
CZ	5	1.35	1	0.34	3	1.34			9	0.99	179	1.89
DE	37	9.97	13	4.47	44	19.64			94	10.33	1069	11.26
DK	3	0.81			1	0.45			4	0.44	64	0.67
ES	39	10.51	33	11.34	17	7.59	1	4.17	90	9.89	304	3.20
FI	5	1.35	1	0.34	14	6.25			20	2.20	71	0.75
FR	38	10.24	20	6.87	16	7.14			74	8.13	769	8.10
GB	21	5.66	7	2.41	3	1.34			31	3.41	568	5.98
GR	8	2.16	8	2.75	11	4.91			27	2.97	154	1.62
HU	7	1.89	3	1.03	3	1.34			13	1.43	64	0.67
IT	85	22.91	51	17.53	26	11.61			162	17.80	1612	16.98
NL	5	1.35	2	0.69	3	1.34			10	1.10	159	1.67
NO	8	2.16	1	0.34	14	6.25			23	2.53	64	0.67
PL	28	7.55	14	4.81	15	6.70			57	6.26	212	2.23
PT	14	3.77	22	7.56	4	1.79	2	8.33	42	4.62	112	1.18
SE	4	1.08	2	0.69	7	3.13			13	1.43	71	0.75
SK	4	1.08			1	0.45			5	0.55	76	0.80
NMS	36	9.70	87	29.90	9	4.02			132	14.51	3474	36.59
Total	371	100	291	100	224	100	24	100	910	100	9495	100
%	40.77		31.98		24.62		2.64		100			

* partially or totally paid by CERN

TABLE 14. Staff Members by Nationality and Professional Category - 31.12.2009

Professional Category

Nat.	1	2	3	4	5a	5b	5c	Total
AT	2	33	4		2	2		43
BE	1	47	43	1	10	6		108
BG		6		2	1			9
CH	3	42	79	12	8	36	3	183
CZ		3	1			1		5
DE	17	108	31	3	11	1		171
DK	2	10	6			1		19
ES	3	58	21	5	5	2	1	95
FI		5	5	5	4	5		24
FR	10	179	506	129	25	168	16	1033
GB	8	100	47	5	22	28	1	211
GR	3	14				1		18
HU		7	1		2	2		12
IT	16	148	40	5	9	6	1	225
NL	3	35	30		2	1		71
NO	1	5	4		2	1	1	14
PL		44			2			46
PT	1	21	6	3	1	2		34
SE		20	2	1	3	3		29
SK		13	1					14
NMS	4	10						14
Total	74	908	827	171	109	266	23	2378

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
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TABLE 15. Staff Members by Nationality, Career Path and Gender - 31.12.2009

Nat.	Career Path															
	A		B		C		D		E		F		G		Grand Total	
	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F	All Staff	F
AT					2	1	4	1	25	7	10		2	1	43	10
BE			3	2	6	2	41	5	31	6	22		5		108	15
BG	1		1						7	3					9	3
CH	5		38	23	35	14	52	8	18	1	23	2	12		183	48
CZ					2	1			2		1				5	1
DE	1		3	1	5		26	3	60	5	57	3	18	1	170	13
DK			1	1	4		2		7		4		1		19	1
ES	4	1	4	2	5		16	2	51	22	14	3	1		95	30
FI	5		3	1	2	2	5	2	4		4		1		24	5
FR	82	10	241	89	342	73	152	30	141	39	50	8	25		1033	249
GB	5	1	12	10	31	15	31	6	58	14	52	5	20	1	209	52
GR			1	1					13	3	4	1			18	5
HU			2	2			1		9	2					12	4
IT	5		6	4	17	2	24	2	103	19	56	9	13		224	36
NL			1		7	1	23	1	15	1	18		7	1	71	4
NO	1	1	1	1			4	2	4		2		2		14	4
PL									40	2	5	2	1		46	4
PT	1		3		4	1	3		19	2	4	2			34	5
SE	1		1	1	2	1	2	1	11	3	9	1	3		29	7
SK							1		10	1	3				14	1
NMS									8	2	6	1			14	3
Total	111	13	321	138	464	113	387	63	636	132	344	37	111	4	2374	500

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

TABLE 16. Staff Members by Nationality, Gender and Professional Category - 31.12.2009

		Professional Category							Total
Nat.		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	
AT	F	1	6	1		1	1		10
	M	1	27	3		1	1		33
BE	F		4	3		2	6		15
	M	1	43	40	1	8			93
BG	F		3						3
	M		3		2	1			6
CH	F		1	8	1	2	33	3	48
	M	3	41	71	11	6	3		135
CZ	F						1		1
	M		3	1					4
DE	F		4	3		5	1		13
	M	17	104	28	3	6			158
DK	F						1		1
	M	2	10	6					18
ES	F		22	2		3	2	1	30
	M	3	36	19	5	2			65
FI	F						5		5
	M		5	5	5	4			19
FR	F	2	30	30	6	15	157	9	249
	M	8	149	476	123	10	11	7	784
GB	F	1	6	5		12	27	1	52
	M	7	94	42	5	10	1		159
GR	F	1	3				1		5
	M	2	11						13
HU	F		2				2		4
	M		5	1		2			8
IT	F	2	23	2		3	6		36
	M	14	125	38	5	6		1	189
NL	F		1	2		1			4
	M	3	34	28		1	1		67
NO	F			2			1	1	4
	M	1	5	2		2			10
PL	F		3			1			4
	M		41			1			42
PT	F		3			1	1		5
	M	1	18	6	3		1		29
SE	F		3			1	3		7
	M		17	2	1	2			22
SK	F		1						1
	M		12	1					13
NMS	F		3						3
	M	4	7						11
Total	F	7	118	58	7	47	248	15	500
	M	67	790	769	164	62	18	8	1878
		74	908	827	171	109	266	23	2378

TABLE 17. Evolution in the Number of Staff Members by Age Range over the last 10 years

	1999	2004	2009
19-25	28	55	23
26-30	192	189	184
31-35	345	380	291
36-40	287	435	422
41-45	223	306	446
46-50	259	252	317
51-55	522	295	258
56-60	645	469	270
61-65	234	233	167
Total	2735	2614	2378

Figure 17. Evolution in the Number of Staff Members by Age Range over the last 10 years

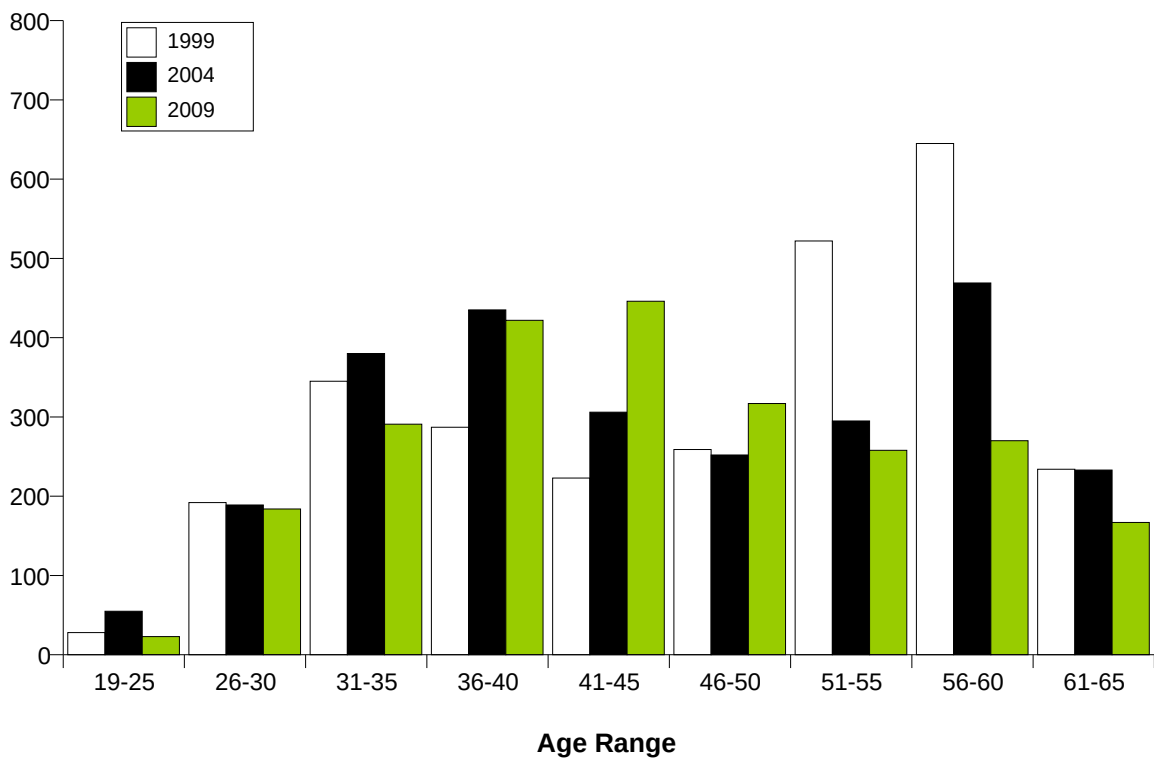


TABLE 18. Staff Members by Age Range and Professional Category - 31.12.2009

	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	%
61-65	6	79	39	8	10	22	3	167	7.02
56-60	7	69	116	43	11	21	3	270	11.35
51-55	9	102	86	24	12	21	4	258	10.85
46-50	13	138	92	18	22	28	6	317	13.33
41-45	9	203	138	26	20	50		446	18.76
36-40	17	157	140	23	24	58	3	422	17.75
31-35	13	108	111	15	7	34	3	291	12.24
26-30		51	91	11	3	27	1	184	7.74
<= 25		1	14	3		5		23	0.97
Total	74	908	827	171	109	266	23	2378	100
Average Age	45.3	44.9	43.4	47.0	46.3	42.9	48.2	44.4	

Figure 18. Evolution in the Average Age of Staff Members over the last 10 years

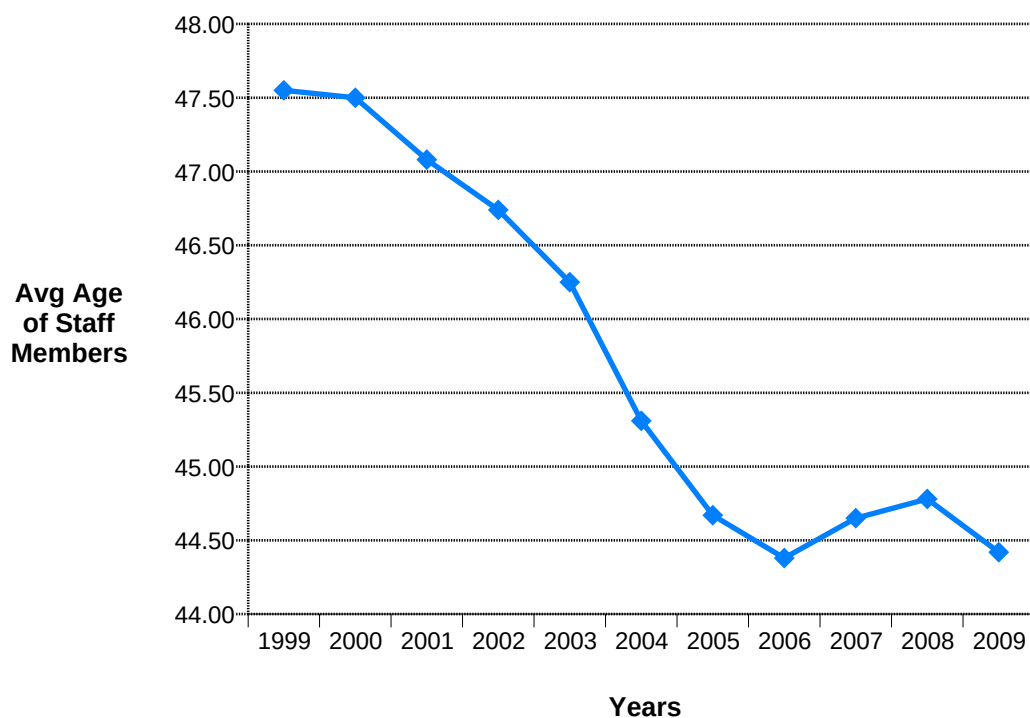


TABLE 19. Fellows and Associates by Age Range - 31.12.2009

	Fellows		Paid Assoc.		Users		Grand Total	
<= 25	31	8.36 %	26	8.93 %	899	9.47 %	956	9.41 %
26-30	179	48.25 %	73	25.09 %	1748	18.41 %	2000	19.69 %
31-35	146	39.35 %	51	17.53 %	1292	13.61 %	1489	14.66 %
36-40	14	3.77 %	22	7.56 %	1088	11.46 %	1124	11.07 %
41-45			28	9.62 %	998	10.51 %	1026	10.10 %
46-50	1	0.27 %	24	8.25 %	912	9.61 %	937	9.23 %
51-55			21	7.22 %	788	8.30 %	809	7.96 %
56-60			19	6.53 %	648	6.82 %	667	6.57 %
61-65			21	7.22 %	555	5.85 %	576	5.67 %
> 65			6	2.06 %	567	5.97 %	573	5.64 %
Total	371	100 %	291	100 %	9495	100 %	10157	100 %

Figure 19. Fellows and Associates by Age Range - 31.12.2009

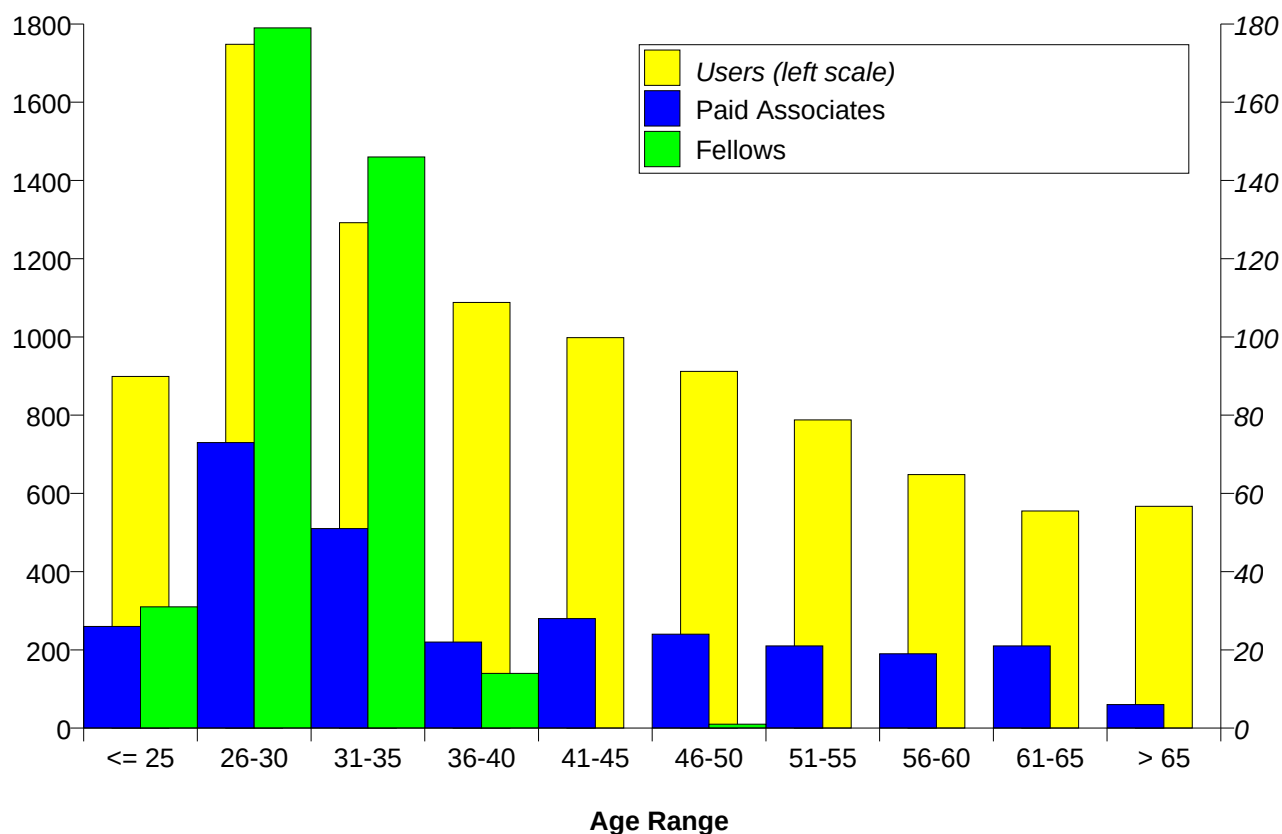


TABLE 20. Average Age by Professional Category, Status and Type of Contract - 31.12.2009

		Professional Category							44.42
		1	2	3	4	5a	5b	5c	
Staff	LD	38.81	35.15	35.00	39.33	39.90	37.04	38.89	
	FT		45.00						
	IC	50.31	47.81	47.10	51.46	48.60	46.73	54.14	
Fellows	LD	31.17	29.51	28.00		32.75			30.01

TABLE 21. Staff Members by Professional Category and Years of Service - 31.12.2009

Completed Years of Service in 2009	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
>= 35	1	57	62	15	5	23	5	168	7.06
30-34		38	50	4	3	12		107	4.50
25-29	6	75	78	27	5	23	5	219	9.21
20-24	3	78	39	4	9	8		141	5.93
15-19	12	117	62	3	17	14	1	226	9.50
10-14	9	193	107	4	22	18	1	354	14.89
5-9	8	156	197	64	20	90	6	541	22.75
0-4	35	194	232	50	28	78	5	622	26.16
Total	74	908	827	171	109	266	23	2378	100

Average Years of Service of Staff Members	9.47	13.95	13.16	12.33	12.51	11.70	17.30	13.14
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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
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Staff Recruitment

TABLE 22. Applications Received, Candidates Invited/Appeared for Selection Boards and Appointments Made During 2009 by Nationality and Gender

Nationality	Number of candidates			Invited			Appeared			Selected			Success rate
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
AT	9	23	32	1	7	8	1	7	8	1	1	2	6.25 %
BE	29	64	93	6	14	20	6	13	19	2	2	4	4.30 %
BG	25	38	63	3	7	10	2	6	8		1	1	1.59 %
CH	211	299	510	33	37	70	30	28	58	9	9	18	3.53 %
CZ	4	21	25	1	3	4	1	3	4				
DE	38	109	147	11	24	35	10	21	31	1	7	8	5.44 %
DK	2	22	24		5	5		4	4		2	2	8.33 %
ES	73	188	261	11	28	39	11	27	38	4	3	7	2.68 %
FI	18	61	79	4	14	18	4	14	18	1	2	3	3.80 %
FR	542	1336	1878	105	216	321	94	201	295	30	53	83	4.42 %
GB	59	196	255	25	27	52	21	26	47	5	7	12	4.71 %
GR	26	61	87	3	4	7	3	4	7	1		1	1.15 %
HU	15	25	40	3	1	4	3	1	4	1	1	2	5.00 %
IT	137	405	542	22	66	88	22	60	82	5	18	23	4.24 %
NL	13	36	49	1	6	7	1	4	5		1	1	2.04 %
NO	8	14	22	2	1	3	2	1	3	3		3	13.64 %
PL	37	113	150	6	26	32	6	25	31		13	13	8.67 %
PT	37	98	135	4	9	13	4	6	10		2	2	1.48 %
SE	13	23	36	3	7	10	2	5	7	1	1	2	5.56 %
SK	8	18	26	1	2	3	1	2	3				
NMS	40	122	162	6	6	12	6	6	12		2	2	1.23 %
	1344	3272	4616	251	510	761	230	464	694	64	125	189	4.09 %

Figure 22. Applications, Candidates Invited and Selected in 2009 by Gender

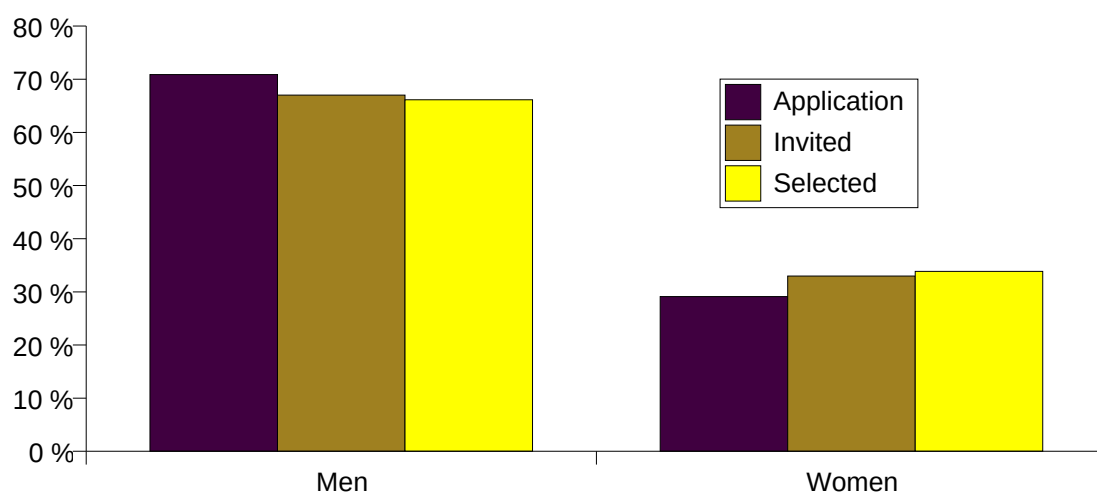


TABLE 23. Vacancies Published and Filled During 2009

Vacancies published in 2009	210
Vacancies published and filled in 2009	151
Vacancies published in 2009 and open as at 31.12.	59

TABLE 24. Number of Staff candidates selected by nationality over the past 5 years

	2005	2006	2007	2008	2009	Total
AT	12	7	2	1	2	24
BE	12	3	1	3	4	23
BG	4	2		1	1	8
CH	28	14	4	17	18	81
CZ	2	1				3
DE	30	13	5	9	8	65
DK	1	1	1		2	5
ES	26	8	3	8	7	52
FI	3	4		5	3	15
FR	147	100	23	48	83	401
GB	23	10	3	16	12	64
GR	4	2	1	1	1	9
HU	5	2	1		2	10
IT	30	21	8	15	23	97
NL	12	3	1		1	17
NO	2		1		3	6
PL	9	10	6	4	13	42
PT	6	6	3	5	2	22
SE	6	4			2	12
SK	2		3	2		7
NMS		1	6	1	2	10
Total	364	212	72	136	189	973

Figure 24. Number of Staff candidates selected over the past 5 years

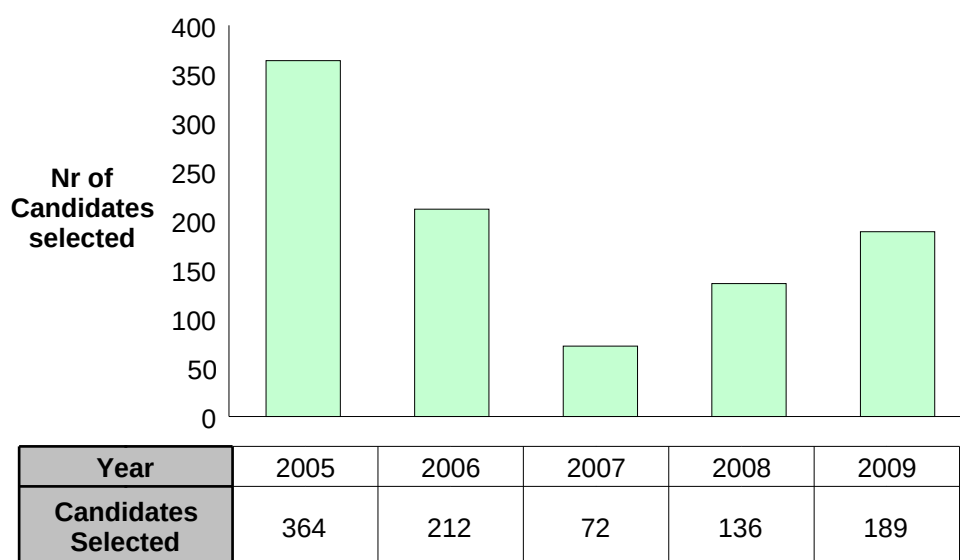


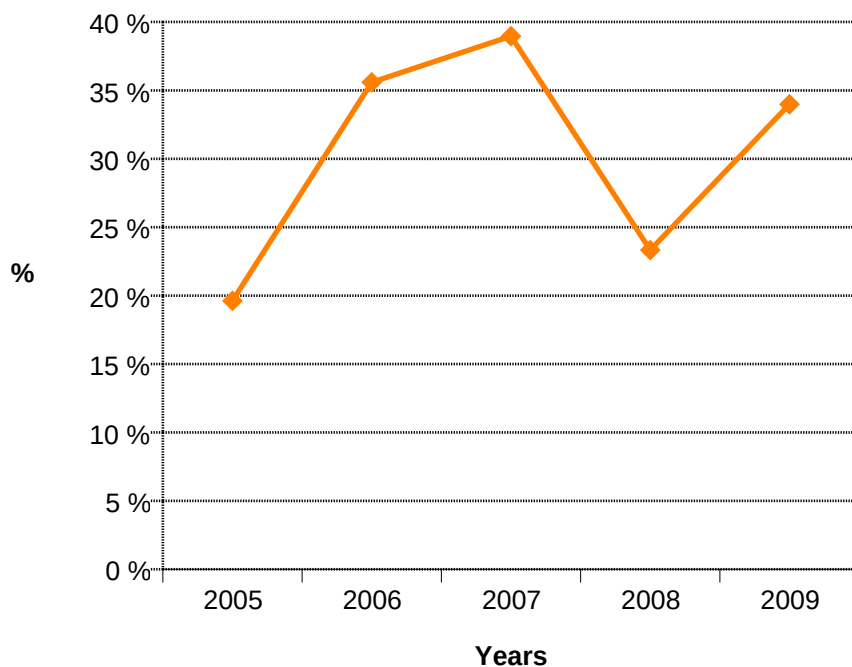
TABLE 25. Staff Members Recruited (Arrivals) in 2009 by Professional Category

From *	Professional Category							Total
	1	2	3	4	5a	5b	5c	
Fellows	6	22	2		1			31
Other Members of Personnel	3	12	2		1	3		21
No previous status	1	16	45	5	8	25	1	101
Total	10	50	49	5	10	28	1	153

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

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
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Figure 25. Percentage of staff recruited in-house over the past 5 years



Fellows

TABLE 26A. Candidates Applied and Selected during 2009 by Nationality (Supporting National Delegation Where Appropriate) and Gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates Applied	F	3		6	8	1	15		32	1	18	9	3	2	24	1	1	13	3	5		65	210
	M	11	7	7	15	10	64	3	84	9	62	35	25	6	113	7	11	45	32	8	7	296	857
Total		14	7	13	23	11	79	3	116	10	80	44	28	8	137	8	12	58	35	13	7	361	1067
Selected	F	1			1		3		4		5	2	1	2	5		1	2		2		10	39
	M	7	1	3	4	4	21		16	1	21	12	3	2	29	2	1	12	9	1		21	170
Total		8	1	3	5	4	24		20	1	26	14	4	4	34	2	2	14	9	3		31	209
Success rate		57	14	23	22	36	30		17	10	33	32	14	50	25	25	17	24	26	23		9	19.6

TABLE 26B. Candidates Applied and Selected by Gender and Passport Nationality - 2009

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates Applied	F	3		6	7	1	14		32	1	14	7	5	2	25	1	1	13	3	5		70	210
	M	11	7	7	14	10	60	3	84	9	55	31	26	6	112	7	11	47	32	9	7	309	857
Total		14	7	13	21	11	74	3	116	10	69	38	31	8	137	8	12	60	35	14	7	379	1067
Selected	F	1			2		3		5		2	2	1	2	5		1	2		2		11	39
	M	7	1	3	4	4	20		16	1	18	12	3	2	29	2	1	14	9	1		23	170
Total		8	1	3	6	4	23		21	1	20	14	4	4	34	2	2	16	9	3		34	209
Success rate		57	14	23	29	36	31		18	10	29	37	13	50	25	25	17	27	26	21		9	19.6

TABLE 27. Number of Fellows selected by nationality over the past 5 years

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
2005	5	1	1	3		20	2	10	1	22	8	3	3	20	2	3	10	3	4		12	133
2006	5	2		7	1	14	3	12	1	16	6	3		28	3	2	8	10	2	1	12	136
2007	4	1		3	3	13	2	14	2	9	7	1		30	2	1	7	6	2	1	11	119
2008	3	3	1	4	1	16	1	14	3	14	13	8	4	39	2	6	13	5	1	3	18	172
2009	8	1	3	6	4	23		21	1	20	14	4	4	34	2	2	16	9	3		34	209
Total	25	8	5	23	9	86	8	71	8	81	48	19	11	151	11	14	54	33	12	5	87	769

Students

TABLE 28. Candidates Applied and Selected for the Technical and Doctoral Student Programme during 2009 by Nationality (Supporting National Delegation Where Appropriate) and Gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates Applied	F	4	1		3	2	13		18	13	8	13	10	1	13	1	1	10	2	5	1	14	133
	M	22	10	8	12	3	106	4	78	91	83	61	32	7	61	6	27	49	9	8	2	53	732
Total		26	11	8	15	5	119	4	96	104	91	74	42	8	74	7	28	59	11	13	3	67	865
Selected	F	2				1	4		3	2	1	1	5		4			3		2			28
	M	14	4	2	3	1	31		19	6	11	8	11	3	14	2	12	13	2	5	1		162
Total		16	4	2	3	2	35		22	8	12	9	16	3	18	2	12	16	2	7	1		190
Success rate		62	36	25	20	40	29		23	8	13	12	38	38	24	29	43	27	18	54	33		22.0

TABLE 29. Number of Students selected (TECH, DOCT) by nationality over the past 5 years

	AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
2005	8		2	1	2	6	2	15	2	10	4	2	1	11	1	10	17	2	2			98
2006	12		1		3	6		11	1	19	5	4	4	21	1	16	15	7	11			137
2007	6	2	2	3	2	38		14	1	14	4	3	3	20	3	11	14	6	8		5	159
2008	21	2	5	2		27	1	18	6	10	5	9	1	17	1	14	17	3	5	4	4	172
2009	15	5	2	3	2	36		23	8	13	3	16	3	18	2	12	16	3	5	1	4	190
Total	62	9	12	9	9	113	3	81	18	66	21	34	12	87	8	63	79	21	31	5	13	756

TABLE 30. Candidates Applied and Selected for the Summer Student Programme during 2009 by nationality (supporting national delegation where appropriate) and gender

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates Applied	F	7	8	5	2	4	20	6	33	7	16	59	16	3	23	2	6	14	6	12	2	31	282
	M	28	28	11	10	9	80	11	112	32	63	213	38	14	86	14	16	67	19	23	5	126	1005
Total		35	36	16	12	13	100	17	145	39	79	272	54	17	109	16	22	81	25	35	7	157	1287
Selected	F					3	5	1	2		1	8	4	1	2	1	1	1	1	5	1	11	48
	M	3	3	2	3	2	13	4	6	3	13	7	1	1	10	4	2	2	2	2	1	17	101
Total		3	3	2	3	5	18	5	8	3	14	15	5	2	12	5	3	3	3	7	2	28	149
Success rate		9	8	13	25	38	18	29	6	8	18	6	9	12	11	31	14	4	12	20	29	18	11.6

TABLE 31. Staff Member Arrivals and Departures in 2009 by Residential Category and Nationality

Arrivals						Departures				
Nat	Non-Resident	Resident	Total	%	% of staff as at 31.12.	Non-Resident	Resident	Total	%	% of staff as at 31.12.
AT	1		1	0.65	2.33	1		1	0.55	2.33
BE	2	1	3	1.96	2.78	5		5	2.75	4.63
BG	1		1	0.65	11.11					
CH	2	13	15	9.80	8.20	10	9	19	10.44	10.38
CZ										
DE	6		6	3.92	3.51	7		7	3.85	4.09
DK	2		2	1.31	10.53	1		1	0.55	5.26
ES	5	2	7	4.58	7.37	8		8	4.40	8.42
FI	2	2	4	2.61	16.67	2		2	1.10	8.33
FR	18	45	63	41.18	6.10	34	54	88	48.35	8.52
GB	6	4	10	6.54	4.74	18		18	9.89	8.53
GR	1	1	2	1.31	11.11					
HU		1	1	0.65	8.33	1		1	0.55	8.33
IT	19	1	20	13.07	8.89	13	2	15	8.24	6.67
NL						5		5	2.75	7.04
NO	2		2	1.31	14.29	2		2	1.10	14.29
PL	12		12	7.84	26.09	2		2	1.10	4.35
PT	2		2	1.31	5.88	5		5	2.75	14.71
SE	1		1	0.65	3.45	2		2	1.10	6.90
SK	1		1	0.65	7.14	1		1	0.55	7.14
NMS										
	83	70	153	100	6.43	117	65	182	100	7.65

This table shows all departures from 1 January 2009 to 31 December 2009

TABLE 32. Staff Member Arrivals and Departures in 2009 by Professional Category

	Arrivals	Departures
1	10	6
2	50	53
3	49	73
4	5	22
5a	10	7
5b	28	18
5c	1	3
Total	153	182

Figure 32. Staff Member Arrivals and Departures in 2009 by Professional Category

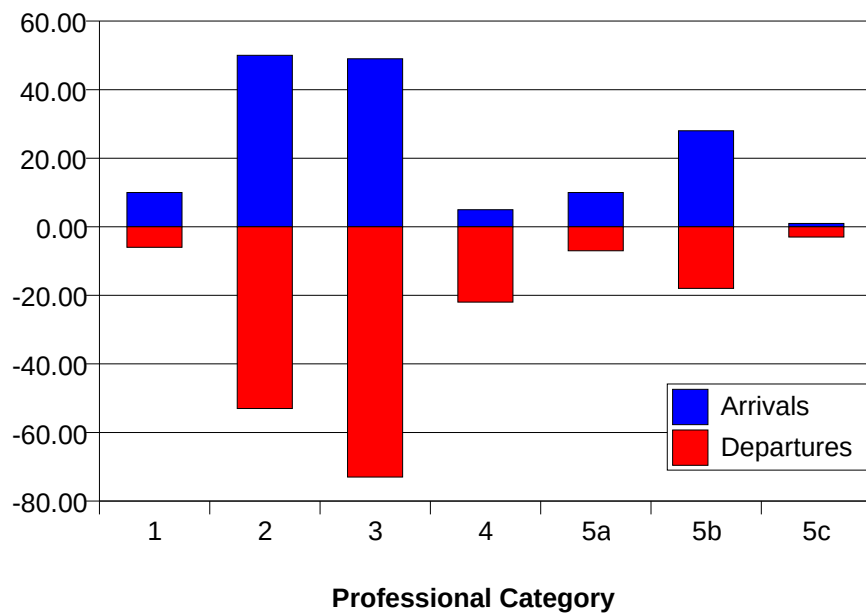


TABLE 33. Staff Member Departures in 2009 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category															T otal			Grand Total
	1		2		3			4		5a		5b		5c					
	IC	LD	IC	LD	FT	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	LD	FT	IC	
Contract expirations		4		14			13		8		1		4		1	45			45
Contract terminations				1												1			1
Mutual agreement			4			14	1	8			1	6	1	1		3		33	36
Death			1		1	1											1	2	3
Early retirement			5			25		2		2		2						36	36
Family/Social				2			2						1			5			5
Invalidity								2				1						3	3
Job connected				5			5		1		1		1			13			13
Retirement (age 65)	2		21			7				2		2		1				35	35
Shift Workers Adm Circ 22						4		1										5	5
Total	2	4	31	22	1	51	21	13	9	4	3	11	7	2	1	67	1	114	182

This table shows all departures from 1 January 2009 to 31 December 2009

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
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