



**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

2003

The data in this statistical report is based on the organisational structure valid on 31st December 2003. The new organisational structure can be found under <http://cern.ch/user/Index/Organization.html>

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Definitions

Divisions

Code Division

AC	Directorate of Accelerators
AS	Administrative Support
DSU	Directorate Service Unit
EP	Experimental Physics
EST	Engineering Support and Technologies
ETT	Education and Technology Transfer
FI	Finance
HR	Human Resources
IT	Information Technology
LHC	Large Hadron Collider
PS	Proton Synchrotron
SL	SPS+LHC
SPL	Supplies, Procurement and Logistics
ST	Technical Support
TH	Theory
TIS	Technical Inspection and Safety

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	Indefinit Contract

Staff Status Types

IS	International Staff
LS	Local Staff

NOTES

These statistics include 50 staff members paid, or partially paid, by sources other than the CERN budget.
They include 53 Local Staff Members, unless indicated otherwise.

All figures refer to heads count as at 31.12.2003 unless specified otherwise.

**TABLE 1A. Total Number of Members of the Personnel by Division, Status and Funding
- 31.12.2003**

	Staff		Fellows		Students		Paid Assoc. MS	Paid Assoc. NMS	Apprent.	Total Paid		Unpaid Assoc. + Users MS	Unpaid Assoc. + Users NMS	Grand Total
	CERN	external funding	CERN	external funding	CERN	external funding	CERN	CERN	CERN	CERN	external funding	---	---	
AB	525	4	27	1	27	9	9	4		592	14	33	24	663
AC	15									15			2	17
AS	55	2	3		2		2	4		66	2			68
AT	307		16		12	2	20	5		360	2	42	35	439
DG	8									8				8
DSU	42						1			43				43
EP	500	8	92	6	36	10	118	76		822	24	3934	1728	6508
EST	225		11		6	2	11	7		260	2	9	3	274
ETT	65	1	2	3	5	2	10	4		86	6	13	1	106
FI	40	2			1					41	2			43
HR	61	15			2				34	97	15	2		114
IT	183	18	11	19	11	2	15	1		221	39	45	20	325
SPL	52									52				52
ST	213		2		3		12			230		3		233
TH	24		25	2			16	2		67	2	51	21	141
TIS	142		1		5	1	1	1		150	1	6		157
Total	2457	50	190	31	110	28	215	104	34	3110	109	4138	1834	9191

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

Figure 1a: Members of the Personnel - 31.12.2003

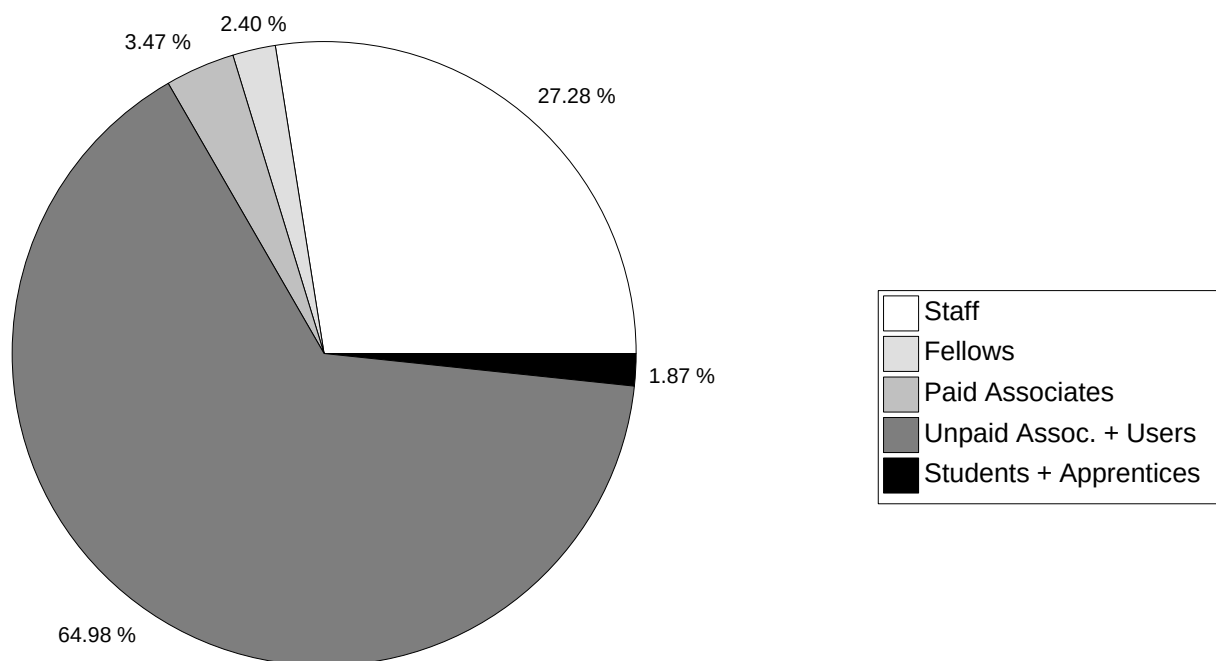


TABLE 1B. Total Number of Female Members of the Personnel by Division and Status - 31.12.2003

	Staff	Fellows	Students	Paid Assoc. MS	Paid Assoc. NMS	Apprent.	Unpaid Assoc. + Users MS	Unpaid Assoc. + Users NMS	Total CERN Paid	Grand Total
AB	41	7	6	1			3	1	55	59
AC	5								5	5
AS	15								15	15
AT	30	5	4	5	1		7	1	45	53
DSU	29								29	29
EP	68	16	12	11	8		572	187	115	874
EST	30	4	2	5	1		3		42	45
ETT	29	2	3	4	1		3		39	42
FI	24								24	24
HR	48					8			56	56
IT	36	5	3	2			7	3	46	56
SPL	25								25	25
ST	24	1		4			1		29	30
TH	5	3		1			8	1	9	18
TIS	25	1	1						27	27
Total	434	44	31	33	11	8	604	193	561	1358

Figure 1b: Percentage of Women/Men by Status - 31.12.2003

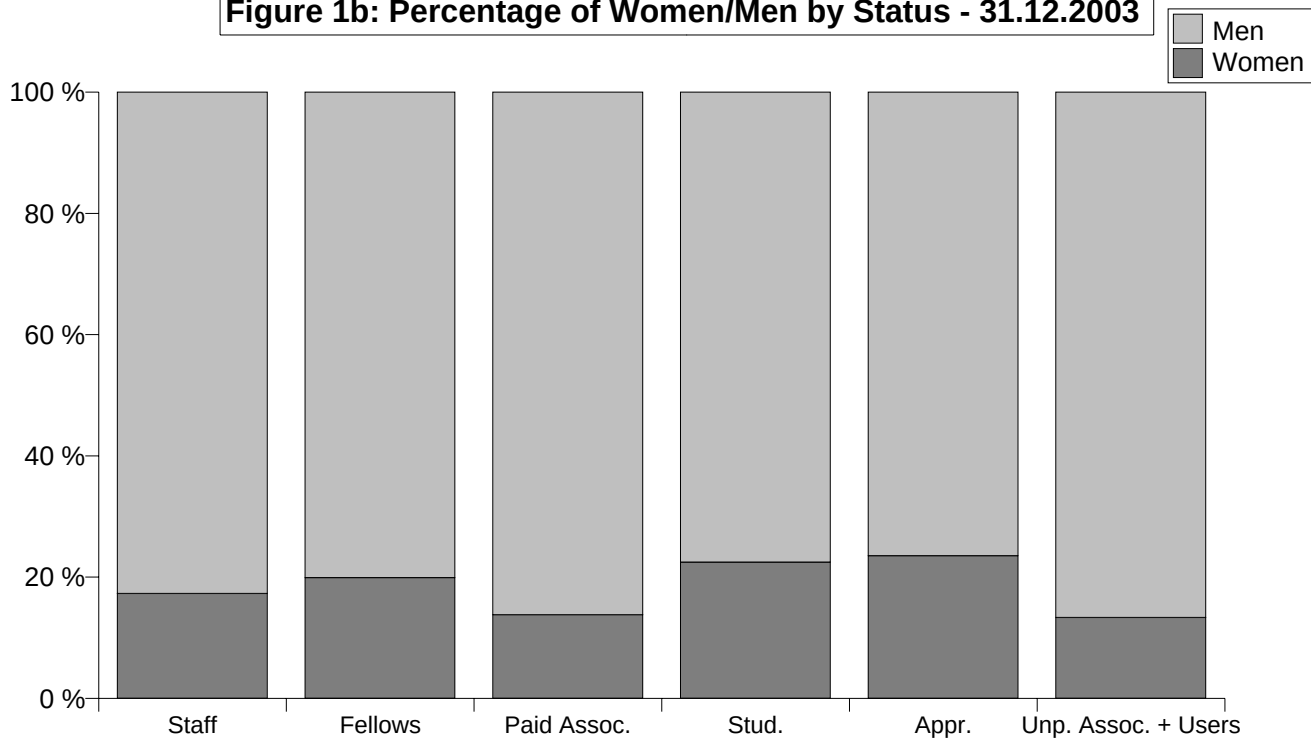


TABLE 2. Staff Members, Fellows and Paid Associates by Professional Category, at End 2003 and 2002

2003							2002						
	Staff		Fellows + Paid Assoc.		Total			Staff		Fellows + Paid Assoc.		Total	
	Nb.	%	Nb.	%	Nb.	%		Nb.	%	Nb.	%	Nb.	%
1. Research Physicists	72	2.87	186	34.44	258	8.47		81	3.18	223	43.90	304	9.94
2. Scientific & Engineering Work	953	38.01	320	59.26	1273	41.78		977	38.31	263	51.77	1240	40.55
3. Technical Work	862	34.38	24	4.44	886	29.08		862	33.80	16	3.15	878	28.71
4. Manual Work, Crafts and Trades	205	8.18	1	0.19	206	6.76		203	7.96	1	0.20	204	6.67
5a. Professional Administrative Work	128	5.11	6	1.11	134	4.40		127	4.98	3	0.59	130	4.25
5b. Office and Administrative Work	249	9.93	2	0.37	251	8.24		254	9.96	2	0.39	256	8.37
5c. Office Work	38	1.52	1	0.19	39	1.28		46	1.80			46	1.50
Total	2507	100	540	100	3047	100		2550	100	508	100	3058	100

Figure 2. Female Staff Members by Professional Category - 31.12.2003

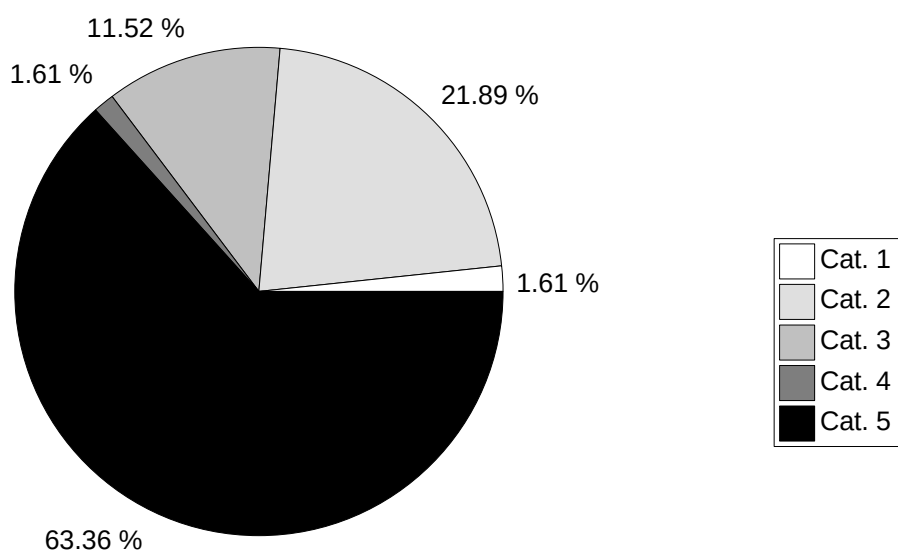


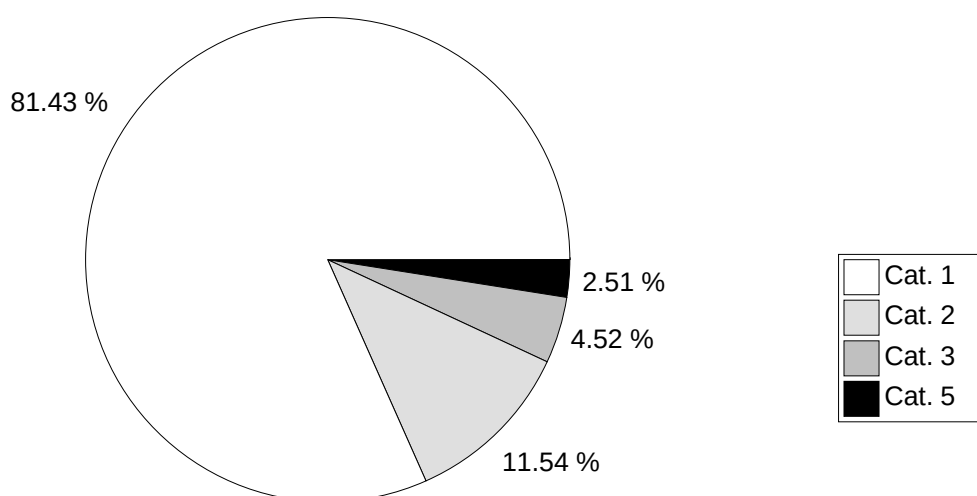
TABLE 3A. Staff Members by Gender and Professional Category - 31.12.2003

	Professional Category							Total
	1	2	3	4	5a	5b	5c	
Women	7	95	50	7	42	209	24	434
Men	65	858	812	198	86	40	14	2073
Total	72	953	862	205	128	249	38	2507

TABLE 3B. Unpaid Associates and Users by Gender and Professional Category - 31.12.2003

	Professional Category						Total
	1	2	3	4	5a	5b	
Women	649	92	36		17	3	797
Men	3825	818	515	10	7		5175
Total	4474	910	551	10	24	3	5972

Figure 3b: Female Unpaid Associates and Users by Professional Category - 31.12.2003



Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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TABLE 4. Unpaid Associates and Users by Nationality and Professional Category
- 31.12.2003

Nationality	Professional Category						Total
	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	
AT	42	13	2				57
BE	51	7	3		1		62
BG	28	8	3				39
CH	85	14	15	3	2		119
CZ	92	14	10	1			117
DE	535	40	23	1	1	1	601
DK	28	3	3				34
ES	154	17	9				180
FI	45	5	1		5		56
FR	384	189	138	5	6		722
GB	282	55	25		2	2	366
GR	69	5					74
HU	38	8					46
IT	906	136	203		4		1249
NL	69	20	10				99
NO	21	5	1				27
PL	106	31	6				143
PT	53	6	7				66
SE	37	8	1		1		47
SK	27	2	5				34
NMS	1422	324	86		2		1834
Total	4474	910	551	10	24	3	5972

TABLE 5. Staff Members by Type of Contract and Years of Service - 31.12.2003

	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				113	64	113	64	177	7.06
30-34				372	47	372	47	419	16.71
25-29				277	17	277	17	294	11.73
20-24				197	29	197	29	226	9.01
15-19				191	8	191	8	199	7.94
10-14				177	4	177	4	181	7.22
5-9	127	2	59	217	2	403	4	407	16.23
0-4	499	7	82	16		597	7	604	24.09
Total	626	9	141	1560	171	2327	180	2507	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.

Average Number of Years of Service as Staff Member

2.62	2.33	2.98	22.36	30.34	15.87	28.94	16.81
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The average number of years of service of staff members has decreased from 22 to 17 over the past 10 years.

**TABLE 6. Staff Members by Professional Category and Type of Contract -
31.12.2003**

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	31	43.06			41	56.94	72	100
2. Scientific & Engineering Work	277	29.07	44	4.62	632	66.32	953	100
3. Technical Work	216	25.06	53	6.15	593	68.79	862	100
4. Manual Work, Crafts and Trades	25	12.20	28	13.66	152	74.15	205	100
5a. Professional Administrative Work	38	29.69	8	6.25	82	64.06	128	100
5b. Office and Administrative Work	48	19.28	8	3.21	193	77.51	249	100
5c. Office Work					38	100.00	38	100
Total	635	25.33	141	5.62	1731	69.05	2507	100

TABLE 7. Staff Members by Nationality and Residential Category - 31.12.2003

	Non-Resident		Resident		Total	
	Nb.	%	Nb.	%	Nb.	%
AT	47	2.59			47	1.87
BE	134	7.37	2	0.29	136	5.42
BG	3	0.17			3	0.12
CH	89	4.90	98	14.20	187	7.46
CZ	5	0.28			5	0.20
DE	194	10.68	5	0.72	199	7.94
DK	31	1.71			31	1.24
ES	80	4.40	9	1.30	89	3.55
FI	26	1.43	1	0.14	27	1.08
FR	494	27.19	534	77.39	1028	41.01
GB	269	14.80	4	0.58	273	10.89
GR	16	0.88			16	0.64
HU	6	0.33			6	0.24
IT	210	11.56	26	3.77	236	9.41
NL	85	4.68	3	0.43	88	3.51
NO	18	0.99			18	0.72
PL	20	1.10			20	0.80
PT	24	1.32	8	1.16	32	1.28
SE	40	2.20			40	1.60
SK	10	0.55			10	0.40
NMS	16	0.88			16	0.64
Total	1817	100	690	100	2507	100

**TABLE 8. Other Members of the Personnel by Nationality and Status -
31.12.2003**

	Fellows		Paid Assoc. *		Students *		Apprentices		Total CERN paid		Unpaid Assoc. + Users	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%	Nb.	%
AT	14	6.33	9	2.82	24	17.39			47	6.60	57	0.95
BE	3	1.36	1	0.31			1	2.94	5	0.70	62	1.04
BG	3	1.36	6	1.88	4	2.90			13	1.83	39	0.65
CH	4	1.81	7	2.19	4	2.90	31	91.18	46	6.46	119	1.99
CZ	3	1.36	2	0.63	4	2.90			9	1.26	117	1.96
DE	30	13.57	11	3.45	5	3.62			46	6.46	601	10.06
DK	3	1.36							3	0.42	34	0.57
ES	30	13.57	16	5.02	28	20.29			74	10.39	180	3.01
FI			3	0.94	1	0.72			4	0.56	56	0.94
FR	18	8.14	45	14.11	8	5.80	1	2.94	72	10.11	722	12.09
GB	17	7.69	9	2.82	5	3.62			31	4.35	366	6.13
GR	7	3.17	5	1.57	4	2.90			16	2.25	74	1.24
HU	5	2.26	6	1.88	4	2.90			15	2.11	46	0.77
IT	34	15.38	27	8.46	19	13.77			80	11.24	1249	20.91
NL	5	2.26	5	1.57	3	2.17			13	1.83	99	1.66
NO	1	0.45	1	0.31	2	1.45			4	0.56	27	0.45
PL	14	6.33	12	3.76	15	10.87			41	5.76	143	2.39
PT	8	3.62	46	14.42	4	2.90	1	2.94	59	8.29	66	1.11
SE	7	3.17	2	0.63	2	1.45			11	1.54	47	0.79
SK	2	0.90	2	0.63	1	0.72			5	0.70	34	0.57
NMS	13	5.88	104	32.60	1	0.72			118	16.57	1834	30.71
Total	221	100	319	100	138	100	34	100	712	100	5972	100
%	31.04		44.80		19.38		4.78		100			

* partially or totally paid by CERN

TABLE 9. Staff Members by Nationality, Professional Category and Status Type - 31.12.2003

Professional Category / Status Type (IS = International Staff; LS = Local Staff)

Nat.	1	2	3		4		5a	5b		5c	Grand Total	
	IS	IS	IS	LS	IS	LS	IS	IS	LS	IS	IS	LS
AT	2	33	7				3	2			47	
BE	2	54	63		1		10	6			136	
BG		2			1						3	
CH	2	54	69		10	1	9	34		8	186	1
CZ		3			2						5	
DE	15	122	44		3		11	4			199	
DK		13	17				1				31	
ES	6	45	25		5		7	1			89	
FI	1	10	5		4		4	3			27	
FR	8	200	440	22	131	27	28	147	1	24	978	50
GB	11	138	54		7		29	33		1	273	
GR	1	13					2				16	
HU		2	2				2				6	
IT	15	139	55		11		9	3	1	3	235	1
NL	2	39	40				3	3		1	88	
NO		6	7				3	1		1	18	
PL		19					1				20	
PT	1	13	10		1	1	3	3			31	1
SE	2	27	2				3	6			40	
SK		9						1			10	
NMS	4	12									16	
Total	72	953	840	22	176	29	128	247	2	38	2454	53

Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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TABLE 10. Staff Members by Nationality, Career Path and Status Type - 31.12.2003

Career Path / Status Type (IS = International Staff; LS = Local Staff)

Nat.	A		B		Total		Total A+B
	IS	LS	IS	LS	IS	LS	
BE			4		4		4
BG	1				1		1
CH	7	1	29		36	1	37
CZ	1		1		2		2
DE	1		9		10		10
ES	3		5		8		8
FI	4		1		5		5
FR	71	27	170	23	241	50	291
GB	7		20		27		27
IT	9		9	1	18	1	19
NL	1		5		6		6
NO	1		1		2		2
PT		1	4		4	1	5
SE			2		2		2
SK			1		1		1
Total	106	29	261	24	367	53	420

Career Path

Nat.	C	D	E	F	G	Total
AT	3	6	21	8	9	47
BE	14	52	36	23	7	132
BG			2			2
CH	48	37	23	26	16	150
CZ			2	1		3
DE	8	33	79	39	30	189
DK	9	8	4	7	3	31
ES	8	15	49	6	3	81
FI	4	3	11	2	2	22
FR	298	203	124	69	43	737
GB	37	31	79	61	38	246
GR			14	2		16
HU		2	4			6
IT	21	33	96	39	28	217
NL	9	29	22	13	9	82
NO	1	6	6		3	16
PL			17	2	1	20
PT	7	3	17			27
SE	2	4	18	9	5	38
SK			8	1		9
NMS			10	5	1	16
Total	469	465	642	313	198	2087

TABLE 11. Staff Members by Nationality, Gender and Professional Category - 31.12.2003

		Professional Category							Total
Nat.		1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work	
AT	F		2	2		1	1		6
	M	2	31	5		2	1		41
BE	F	1	3	5		1	6		16
	M	1	51	58	1	9			120
BG	F		1						1
	M		1		1				2
CH	F		1	2	2	3	30	8	46
	M	2	53	67	9	6	4		141
CZ	M		3		2				5
DE	F	1	7	5	1	6	4		24
	M	14	115	39	2	5			175
DK	F			1					1
	M		13	16		1			30
ES	F		14	4		3	1		22
	M	6	31	21	5	4			67
FI	F		1				3		4
	M	1	9	5	4	4			23
FR	F		25	23	4	11	117	12	192
	M	8	175	439	154	17	31	12	836
GB	F	2	7	3		10	32	1	55
	M	9	131	51	7	19	1		218
GR	F	1	3			1			5
	M		10			1			11
HU	F		1						1
	M		1	2		2			5
IT	F	1	19	2		3	1	2	28
	M	14	120	53	11	6	3	1	208
NL	F		1	2			3		6
	M	2	38	38		3		1	82
NO	F			1			1	1	3
	M		6	6		3			15
PL	F		2						2
	M		17			1			18
PT	F		3			2	3		8
	M	1	10	10	2	1			24
SE	F	1	2			1	6		10
	M	1	25	2		2			30
SK	F		1				1		2
	M		8						8
NMS	F		2						2
	M	4	10						14
Total	F	7	95	50	7	42	209	24	434
	M	65	858	812	198	86	40	14	2073
		72	953	862	205	128	249	38	2507

TABLE 12. Evolution in the Number of Staff Members by Age Range over the last 10 years

	1993	1998	2003
19-25	30	27	41
26-30	129	201	161
31-35	221	315	344
36-40	210	281	383
41-45	321	213	291
46-50	568	320	232
51-55	781	547	333
56-60	591	651	480
61-65	140	199	242
Total	2991	2754	2507

Figure 12. Evolution in the Number of Staff Members by Age Range over the last 10 years

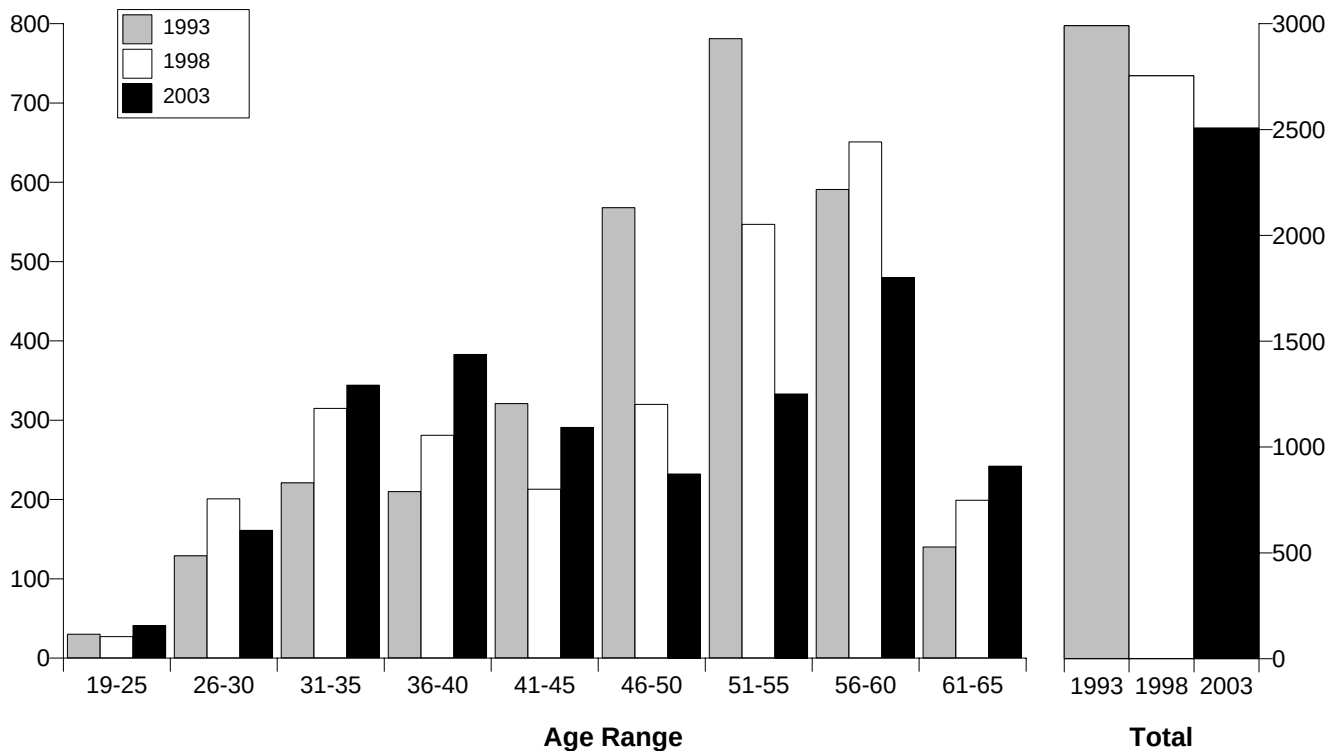


TABLE 13. Staff Members by Age Range and Professional Category - 31.12.2003

	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Prof. Admin. Work	5b. Office and Admin. Work	5c. Office Work	Total	%
61-65	8	101	72	11	22	21	7	242	9.65
56-60	8	154	158	48	13	81	18	480	19.15
51-55	6	74	146	53	10	40	4	333	13.28
46-50	12	97	65	27	7	19	5	232	9.25
41-45	11	133	84	22	23	15	3	291	11.61
36-40	13	189	106	22	27	25	1	383	15.28
31-35	14	144	131	15	13	27		344	13.72
26-30		57	70	6	12	16		161	6.42
21-25		4	30	1	1	5		41	1.64
Total	72	953	862	205	128	249	38	2507	100
Average Age	45.7	45.4	45.5	49.1	45.6	48.7	55.1	46.3	

TABLE 14. Fellows and Associates by Age Range - 31.12.2003

	Fellows		Paid Assoc.		Unpaid Assoc. + Users		Grand Total	
	Nb.	%	Nb.	%	Nb.	%	Nb.	%
>65			5	1.57	248	4.15	253	3.89
61-65			8	2.51	413	6.92	421	6.46
56-60			16	5.02	562	9.41	578	8.88
51-55			33	10.34	593	9.93	626	9.61
46-50			32	10.03	621	10.40	653	10.03
41-45			35	10.97	735	12.31	770	11.82
36-40	4	1.81	35	10.97	782	13.09	821	12.61
31-35	101	45.70	44	13.79	766	12.83	911	13.99
26-30	102	46.15	65	20.38	873	14.62	1040	15.97
21-25	14	6.33	42	13.17	374	6.26	430	6.60
<=20			4	1.25	5	0.08	9	0.14
Total	221	100	319	100	5972	100	6512	100

Figure 14. Fellows and Associates by Age Range - 31.12.2003

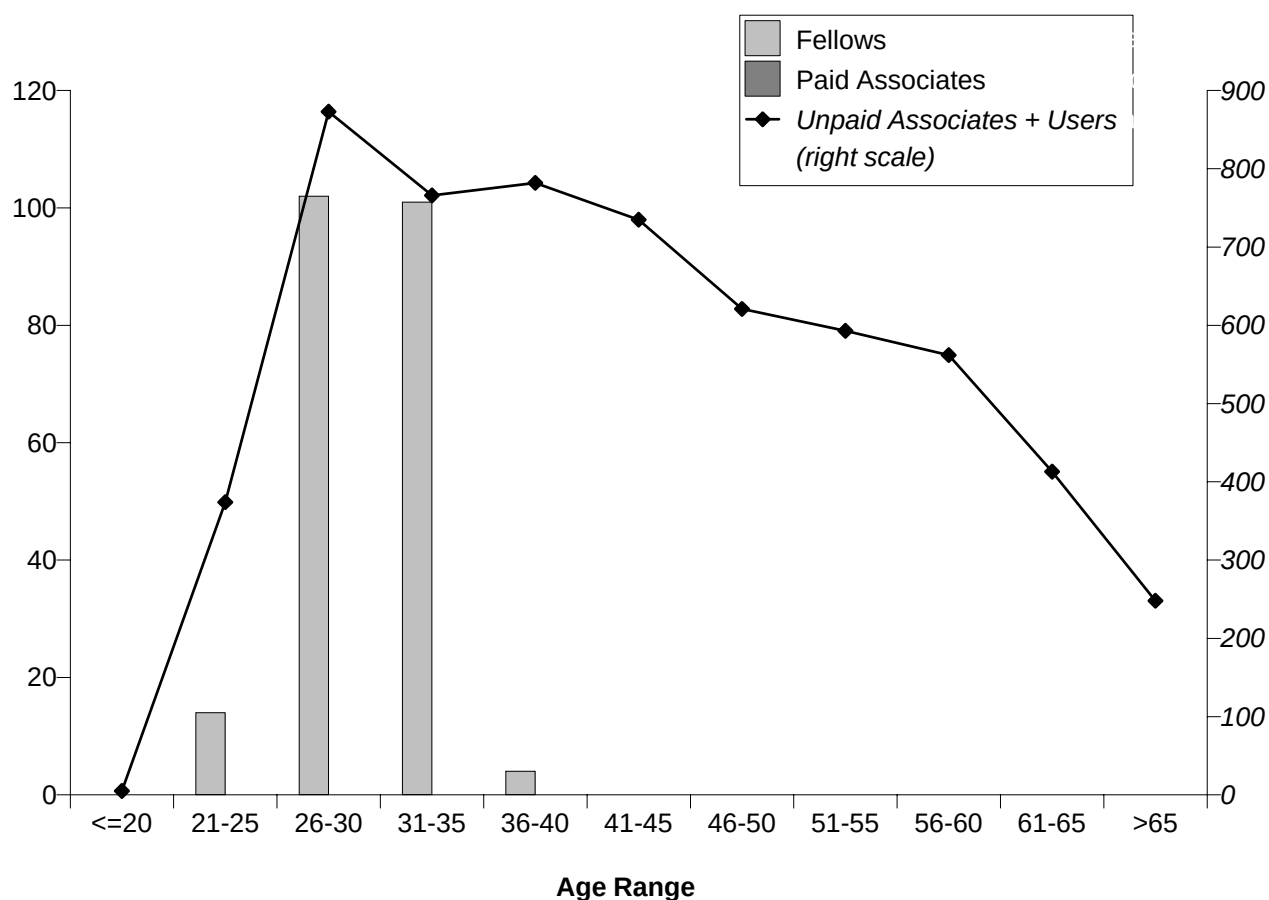


TABLE 15. Average Age by Professional Category, Status and Type of Contract - 31.12.2003

		Professional Category								
		1	2	3	4	5a	5b	5c		
Staff	FT		38.73	39.62	44.00	39.75	37.88		40.12	
	IC	48.98	50.56	51.12	52.40	51.04	53.25	55.08	51.30	
	LD	41.39	34.75	31.69	34.48	35.16	32.44		33.88	46.25
Fellows	LD	31.90	29.54						30.26	

TABLE 16. Staff Members by Professional Category and Years of Service - 31.12.2003

Completed Years of Service in 2003	Professional Category							Total	%
	1	2	3	4	5a	5b	5c		
>=35		59	72	9	9	23	5	177	7.06
30-34	1	128	151	48	13	67	11	419	16.71
25-29	5	91	124	27	8	33	6	294	11.73
20-24	4	50	70	45	6	39	12	226	9.01
15-19	8	97	60	11	13	8	2	199	7.94
10-14	10	75	58	5	16	16	1	181	7.22
5-9	12	209	131	13	24	17	1	407	16.23
0-4	32	244	196	47	39	46		604	24.09
Total	72	953	862	205	128	249	38	2507	100

Average Years of Service of Staff Members	9.03	14.96	17.70	19.16	13.59	21.27	26.79	16.81
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Professional Categories	1. Research Physicists	2. Scientific & Engineering Work	3. Technical Work	4. Manual Work, Crafts and Trades	5a. Professional Administrative Work	5b. Office and Administrative Work	5c. Office Work
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TABLE 17A. Number of Candidates Invited/Appeared for Selection Boards and Appointments During 2003 by Nationality and Status Type (IS = International Staff; LS = Local Staff)

	Invited		Appeared		Selected	
	IS	LS	IS	LS	IS	LS
AT	12		11		6	
BE	30		25		15	
BG	5		4			
CH	52	25	39	23	13	5
CZ	4		3		1	
DE	55	1	48	1	16	
DK	15		11		7	
ES	54	5	44	4	20	1
FI	14		13		8	
FR	132	203	120	197	49	86
GB	82	4	63	3	29	2
GR	3		3		1	
HU	5		4		2	
IT	74	5	66	5	22	1
NL	23	1	18	1	12	
NO	3		1			
PL	17	1	15	0	6	
PT	18	1	16	1	8	1
SE	13		12		4	
SK	5		4		3	
NMS	3		3		1	
Total	619	246	523	235	223	96

TABLE 17B. Applications Received, Candidates Invited/Appeared for Selection Boards and Appointments Made During 2003 by Nationality and Gender

	Applications received		Invited		Appeared		Selected	
	F	M	F	M	F	M	F	M
AT	10	16	4	8	3	8	1	5
BE	16	94	4	26	4	21	3	12
BG	11	26	3	2	2	2		
CH	119	434	14	63	12	50	4	14
CZ	6	18	2	2	2	1	1	
DE	48	123	9	47	7	42	2	14
DK	8	31	1	14	0	11		7
ES	60	162	17	42	15	33	6	15
FI	13	40	4	10	3	10	1	7
FR	420	1515	49	286	45	272	23	112
GB	53	247	19	67	16	50	6	25
GR	16	26	2	1	2	1	1	
HU	6	21	3	2	2	2	1	1
IT	75	286	15	64	14	57	4	19
NL	25	69	2	22	2	17	1	11
NO	4	18	1	2	0	1		
PL	20	70	4	14	3	12		6
PT	29	64	6	13	6	11	3	6
SE	11	38	3	10	2	10	1	3
SK	7	16		5		4		3
NMS	5	8	1	2	1	2		1
Total	962	3322	163	702	141	617	58	261

Figure 17b. Applications, Candidates Invited and Selected in 2003 by Gender

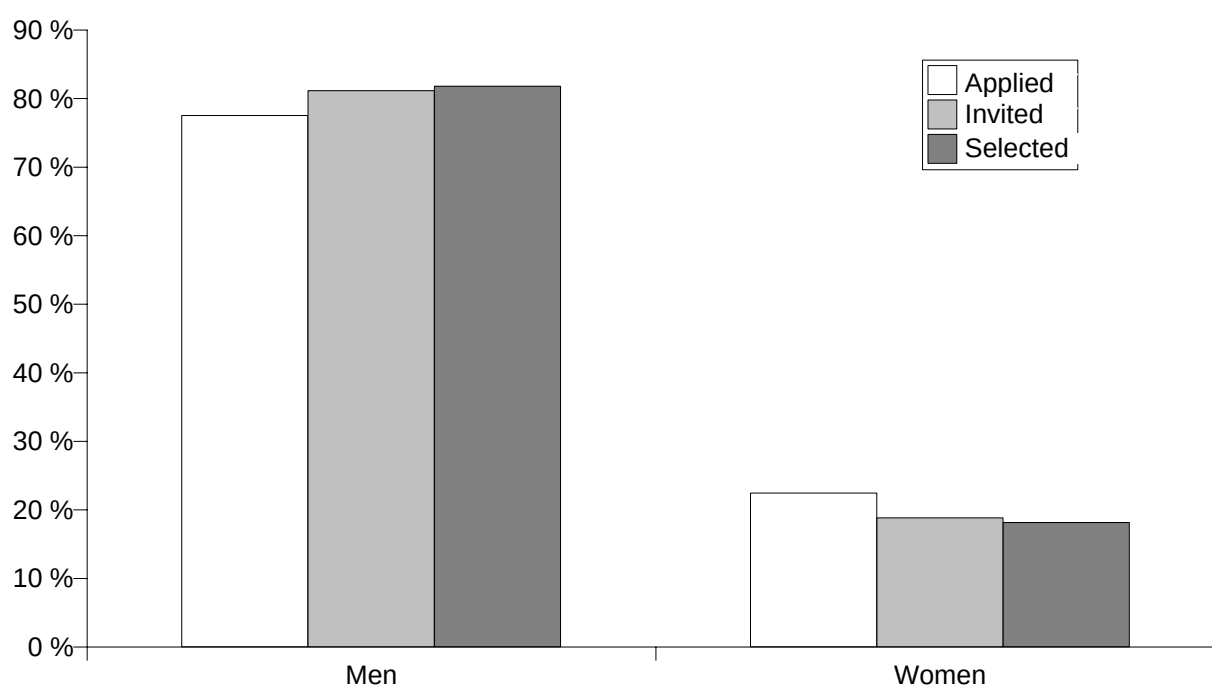


TABLE 18. Staff Recruited (Arrivals) in 2003 by Professional Category

From	Professional Category						Total
	1	2	3	4	5A	5B	
Fellows		9			1		10
Other Members of Personnel *	2	11	5		1		19
Outside	3	12	57	33	8	9	122
Total	5	32	62	33	10	9	151

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

TABLE 19. Vacancies Published and Filled During 2003

Vacancies published in 2003	341
Vacancies published and filled in 2003	188
Vacancies published in 2003 and open as at 31.12.	153

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

TABLE 20. Candidates by Gender and Nationality - 2003

		AT	BE	BG	CH	CZ	DE	DK	ES	FI	FR	GB	GR	HU	IT	NL	NO	PL	PT	SE	SK	NMS	Total
Candidates	F	4	1	3	1	1	6		26		12	6	3	6	12	2	2	6	8	2	2	18	121
	M	11	8	7	18	10	67	4	73	5	61	49	7	24	63	9	6	41	22	21	5	54	565
		15	9	10	19	11	73	4	99	5	73	55	10	30	75	11	8	47	30	23	7	72	686
Selected	F	3	1	1					9		3	1			3			2		1		3	27
	M	4	2	1	4	2	13	1	14		8	10	2	3	9	1		5	3	3	1	5	91
		7	3	2	4	2	13	1	23		11	11	2	3	12	1		7	3	4	1	8	118

TABLE 21. Staff Arrivals and Departures in 2003 by Residential Category and Nationality

Nationality	Arrivals			Departures		
	Non-Resident	Resident	Total	Non-Resident	Resident	Total
AT	2		2	1		1
BE	5		5	5		5
CH		9	9	14	12	26
DE	3		3	15	1	16
DK	4		4	5		5
ES	9		9	4	1	5
FI	1	1	2	2		2
FR	5	75	80	58	25	83
GB	11		11	26		26
GR				3		3
HU	3		3			
IT	7	2	9	13		13
NL	3		3	5		5
NO				3		3
PL	1		1			
PT	3	2	5			
SE	3		3	1		1
NMS	2		2	2		2
Total	62	89	151	157	39	196

This table shows all departures from 1 January 2003 to 31 December 2003

TABLE 22. Staff Departures in 2003 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category															T otal			Grand Total
	1		2			3		4			5a		5b	5c					
	LD	IC	LD	FT	IC	LD	IC	LD	FT	IC	LD	IC	IC	LD	IC	LD	FT	IC	
Contract Expiration	9		9	1		6		1			1					26	1		27
Death							1		1								1	1	2
Early Retirement					21	1	40			14		4	9		8	1		96	97
Invalidity							2			4								6	6
Others						1				1	1					2		1	3
Resignation	1		3		1	3					1	1	1	2		10		3	13
Retirement (age 65)	2	3	1		22		12			1		3			4	3		45	48
Total	12	3	13	1	44	11	55	1	1	20	3	8	10	2	12	42	2	152	196

This table shows all departures from 1 January 2003 to 31 December 2003

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