

Original : French 20 February 1995

ORDINARY MEETING OF THE STAFF COUNCIL, 9 FEBRUARY 1995

The meeting began at 2.30 p.m.

Activities of the Executive Committee: the Executive Committee reported on the progress of the discussions on the revision of the Staff Rules and Regulations (SRR) at the Standing Concertation Committee (SCC) and its sub-group. The latest discussions had concentrated on Section 1 of Chapter I (the way in which the SRR are decided and amended) and Section 1 of Chapter II (Conditions of Employment and Association - Appointment, Association and Assignment)¹. The Management's proposals resulting from these discussions will be on the agenda of the meeting of the Tripartite Forum (TREF) on 21 February 1995.

The next internal discussions will be on Chapter VI, Disputes and Appeals, and a special SCC meeting is scheduled for 23 February 1995.

Five-yearly Salary Review: the SCC also discussed two documents for submission to TREF, entitled "Introduction to the Remuneration Survey" and "Purchasing Power Parity Factors".

The Status of Women at CERN: a report by the Advisory Policy Group on the Status of Women at CERN, dated July 1993, was presented by one of the members representing the Staff Association.

The group had been set up within the framework of the Administration's Internal Working Group on the Revision of the SRR. Having taken note of the report (see following article), the Staff Council decided to adopt its recommendations and instructed the Executive Committee to seek their implementation, in particular the creation of a post for a person responsible for equal rights and treatment.

Relations with other organizations - YORICS: the Staff Council listened to a brief report on the New York Symposium on the legal status of international civil servants². A more detailed written report will be drawn up in the near future.

Other Business: the Staff Council took note of the results of the recent session of the Administrative Tribunal of the International Labour Organization (ILOAT). It also noted that the Committee of Council group studying pensions guarantees under the chairmanship of Dr M.O. Ottosson had drafted three documents on the creation of a fund under Swiss law in the event of the dissolution of the Organization. These draft documents will now have to be discussed with the Swiss authorities.

The meeting rose at 5.45 p.m.

¹ See also the reports of the meetings of the SCC in the Weekly Bulletin

² See Weekly Bulletin No. 8/95 of 20 February 1995

SUMMARY OF THE REPORT BY THE ADVISORY GROUP ON THE STATUS OF WOMEN AT CERN

The group first examined:

- female representation among the personnel of the Organization,
- the proportion of women in the various personnel categories, grades and positions of responsibility,
- the recruitment of women in the last two years,
- women's career development compared to that of men,

and concluded that:

- women were under-represented in skilled and highly skilled staff member positions and, to a lesser extent, among fellows, paid associates and students,
- they were over-represented in clerical jobs,
- the higher the grade and hierarchical position, the fewer the women there were.

The group then discussed various actions taken both at the European level (Community directives, Recommendation by the Council of the European Communities, European Social Charter, Community Charter of Fundamental Rights of Workers), at the national level (France, Germany, Italy, Switzerland, United Kingdom) and in other international organizations (WHO, ILO, UN, European Communities).

The group then drew up several recommendations:

Recommendation No. 1: recognition by CERN of the principle of equality [rights and treatment] as part of its personnel policy, including the Organization's obligation to recruit women, assuming equal skills and qualifications, to redress the existing imbalance in the representation of the sexes.

Recommendation No. 2: reflection of the principle of equality in the Staff Rules and Regulations, supplemented by measures to fully realize the principle in practice.

Recommendation No. 3: adoption of measures designed to facilitate the combination of family and professional life - leave for adoption or birth of a child, breast-feeding leave, parental leave for education purposes, leave for looking after a sick child, part-time working, flexible working hours. (Maternity leave is satisfactory.)

Recommendation No. 4:

- appointment by the Director-General of a person responsible for equal rights and treatment,
- publication of a report every two years on female representation and the proportion of women in the various categories, grades and functions,
- appointment of women to the various boards, committees and working groups,
- assessment of duties traditionally performed by women,
- creation of new child-minding facilities.

The group concluded its report by stating its conviction that the proposed change of policy would help to improve the running of the Organization and benefit its public image.

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ELECTIONS À LA COMMISSION DU FONDS D'ENTRAIDE

Comme chaque année la Commission du Fonds d'Entraide doit procéder au renouvellement d'une partie de ses membres.

Conformément à l'article 6 du Règlement du Fonds d'Entraide, 2 membres de la Commission 1994 sont démissionnaires, et doivent être remplacés.

Tout membre du Personnel est éligible. Si vous êtes prêt(e) à consacrer environ 2 heures par mois de votre temps de travail pour aider vos collègues, n'hésitez pas à vous joindre à cette Commission autonome et prête à l'écoute.

Les candidatures doivent être déposées avant le **24 mars 1995**. Les formulaires peuvent être obtenus auprès de J. Audier/PPE (7151) ou L. Braize/PPE (2094) qui pourront vous donner de plus amples renseignements, et vous adresser une copie du Règlement du Fonds d'Entraide.

Nom, Prénom

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Division Tél.

ELECTIONS TO THE BOARD OF THE MUTUAL AID FUND

Every year the Board of the Mutual Aid Fund has to replace a proportion of its members.

In accordance with Article 6 of the Fund's General Regulations, 2 members are retiring from the Board this year, and have to be replaced.

All members of the CERN personnel are eligible. If you are prepared to devote about two hours a month during working hours to assist your colleagues, do not hesitate to join this self-governing Board, whose principal task is to listen.

Candidates must announce their intention to stand for election by **24 March 1995**. Forms for this purpose may be obtained from J. Audier (7151) or L. Braize (2094), who will also be pleased to provide further information and send you a copy of the Fund's General Regulations.

Name, First Name

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Division Tel

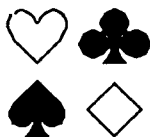
GROUPEMENT DES ANCIENS DU CERN

La prochaine permanence du Groupement des Anciens du CERN se tiendra le :

**MARDI 7 MARS 1995
de 14h.00 à 17h.00**

dans les locaux de l'Association du Personnel -
Bâtiment 64 R-010

CLUBS



GAMES-CLUB

The **Annual General Meeting** of the Games Club (Bridge, Chess, Go) will be held on :

Wednesday 15th March, at 8:00 pm
in the Staff Association Rooms
above Restaurant N° 2.

It will be followed by the usual Wednesday night Bridge Tournament.