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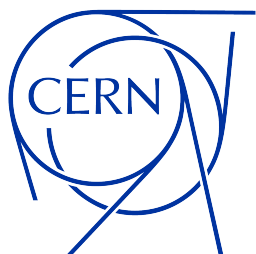
ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
CERN EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

TRIPARTITE EMPLOYMENT CONDITIONS FORUM (TREF)

118th meeting

Geneva – 13 May 2026

Personnel Statistics 2025



*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

2025

Human Resources Department
March 2026

Table of contents

Notes	5
1. General Overview	7
2. Contractual Situation	12
3. Working Conditions	18
4. Age and Seniority	20
5. Gender	26
6. Nationality	29
7. Family Situation	44
8. Arrivals and Departures	46
9. Staff Recruitment	51
10. Fellows and Graduates Recruitment	57
11. Students Recruitment	60
Annex	68
Participants to an Experiment (PART)	68
Departments / Units / Sectors	70
Professional Categories	70
CERN Statuses	71
Types of Staff Contracts	71
Groupings of the Personnel	72
Benchmark Jobs List	73
Benchmark Jobs	74
Nationalities	77

List of Tables

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2025	7
Table 1b: Graduates and Fellows by Department/Unit and Status – 31.12.2025	8
Table 1c: Associated Members of the Personnel by Department/Unit and Status – 31.12.2025	8
Table 1d: Trainees and Summer students by Department/Unit and Status in 2025	10
Table 2: Evolution in the Number of MPE and MPA over the last 5 Years (2021 – 2025)	10
Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2025	12
Table 4: Staff Members by Professional Category over the last 10 Years (2016 – 2025)	13
Table 5: Staff Members by Professional Category and Benchmark Job Range – 31.12.2025.	14
Table 6: Staff Members by Professional Category and Type of Contract – 31.12.2025	15
Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2021 – 2025)	15
Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2025 by Professional Category.	15
Table 9: Staff Members with LD Extensions by Professional Category - 31.12.2025	16
Table 10: Number of Fellows and Graduates by Funding Scheme – 31.12.2025	16
Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2025	17
Table 12: Staff Members by Professional Category and Contractual Working Hours* – 31.12.2025	18
Table 13a: Telework (as % of contractual working hours) taken during 2025 by Staff Members in post on 31.12.2025 by Professional Category and Gender	18
Table 13b: Telework (as % of contractual working hours) taken during 2025 by Graduates and Fellows in post on 31.12.2025 by Professional Category and Gender	19
Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2025	19
Table 15: Staff Members by Age Range over the period 2015 – 2025.	20
Table 16: Staff Members by Age Range and Professional Category – 31.12.2025	21
Table 17: Staff Members by Professional Category and Years of Service – 31.12.2025	22
Table 18a: Staff Members by Years of Service, Type of Contract and Work Time – 31.12.2025.	23
Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2025	23
Table 19: Graduates, Fellows and MPAs by Age Range – 31.12.2025	24
Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2025.	25
Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2021 – 2025).	25
Table 22a: Number of MPEs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2025	26
Table 22b: Number of MPAs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2025	27
Table 23: Staff Members by Gender and Type of Contract – 31.12.2025	28
Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2025	29
Table 25: Staff Members by Nationality, Professional Category and Female representation – 31.12.2025.	30
Table 26: Staff Members by Nationality, Grade and Female representation – 31.12.2025	31
Table 27: Staff Members by Nationality, Benchmark Job Range and Female representation – 31.12.2025	32
Table 28: Staff Members by Nationality and Age Range – 31.12.2025	33
Table 29a: Members of the Personnel other than Staff by Nationality and Status – 31.12.2025.	34
Table 29b: Graduates and Fellows by Nationality and Status – 31.12.2025	35
Table 30a: Users by Nationality and Experiment/Programme – 31.12.2025	36
Table 30b: Non-Member States Users by Nationality and Experiment/Programme Top 10 Nationalities – 31.12.2025	37
Table 31a: Users by Country of Institute and Experiment/Programme – 31.12.2025	38
Table 31b: Non-Member States Users by Country of Institute and Experiment/Programme Top 10 Countries of Institute – 31.12.2025	39
Table 32a: Users by Nationality over the last 10 Years (2016 – 2025)	40

Table 32b: Non-Member State Users by Nationality over the last 5 Years (2021 – 2025)	
Top 10 Nationalities – 31.12.2025	41
Table 33a: Users by Country of Institute over the last 5 Years (2021 – 2025)	42
Table 33b: Non-Member State Users by Country of Institute over the last 5 Years (2021 – 2025)	
Top 10 Countries of Institute – 31.12.2025	43
Table 34: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2021 – 2025).	44
Table 35: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2025	44
Table 36: Evolution in the number of Employed Members of the Personnel receiving Family Allowance, in their Number of Dependent Children and Infants over the last 10 Years (2016 – 2025)	45
Table 37: Staff Members Arrivals and Departures by Professional Category – 31.12.2025.	46
Table 38: Staff Members Arrivals and Departures in 2025 by Nationality	47
Table 39: Staff Member Departures in 2025 by Professional Category, Type of Contract and Reason for Leaving.	47
Table 40: Staff Members Arrivals in 2025 by previous CERN Status	48
Table 41: Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2016 – 2025).	49
Table 42: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2021 – 2025).	50
Table 43: Staff Applicants by Application Status, Nationality and Gender in 2025	51
Table 44: Staff Applicants by Professional Category, Application Status and Gender in 2025	53
Table 45: Return on Staff Hires by Nationality in 2025	54
Table 46: Staff Member Hires by Nationality over the last 5 Years (2021 – 2025)	55
Table 47: Staff Vacancies Published and Filled during 2025	55
Table 48: Graduate Applicants by Application Status, Nationality and Gender in 2025	57
Table 49: Return on Graduate Offers by Nationality in 2025	58
Table 50: Fellow and Graduate Offers by Nationality over the last 5 Years (2021 – 2025)	59
Table 51: Technical Student Applicants by Application Status, Nationality and Gender in 2025.	60
Table 52: Technical Student Offers by Nationality over the last 5 Years (2021 – 2025).	61
Table 53: Doctoral Student Applicants by Application Status, Nationality and Gender in 2025	62
Table 54: Doctoral Student Offers by Nationality over the last 5 Years (2021 – 2025)	63
Table 55: Summer Student Applicants by Application Status, Nationality and Gender in 2025	64
Table 56: Summer Student Offers by Nationality over the last 5 Years (2021 – 2025)	65
Table 57: Administrative Student Applicants by Application Status, Nationality and Gender in 2025	66
Table 58: Administrative Student Offers by Nationality over the last 5 Years (2021 – 2025)	67
Table 59a: Participants by Country of Institute and Experiment/Programme – 31.12.2025	68
Table 59b: Non-Member States Participants by Country of Institute and Experiment/Programme	
Top 10 Countries of Institute – 31.12.2025	69

List of Figures

Figure 1: Members of the Personnel by Status – 31.12.2025	7
Figure 2a: Evolution in the Number of MPE and MPA (excl. Users) over the last 10 Years (2016 – 2025)	11
Figure 2b: Evolution in the Number of Users over the last 10 Years (2016 – 2025)	11
Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2025	12
Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2025	13
Figure 4: Staff Members by Professional Category over the last 10 Years (2016 – 2025)	14
Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2021 – 2025)	16
Figure 6: Users by Yearly Presence in % at CERN – 31.12.2025	17
Figure 7: Staff Members by Age Range over the period 2015 – 2025	20
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2016 – 2025)	21
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2016 – 2025)	22
Figure 10: Graduates, Fellows and MPAs by Age Range – 31.12.2025	24
Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2016 – 2025)	27
Figure 12: Female Users by Professional Category – 31.12.2025	28
Figure 13: Staff Members Arrivals and Departures in 2025 by Professional Category	46
Figure 14: Staff Members recruited from Fellows and Graduates over the last 5 Years (2021 – 2025)	48
Figure 15: Graduates and Fellows Departures retained as Staff Members over the last 5 Years (2021 – 2025)	49
Figure 16: Proportion of Female Staff Applicants by Professional Category and Application Status in 2025	52
Figure 17: Number of Applicants by Professional Category and Gender in 2025	53
Figure 18: Evolution in the Success Rate of Staff Applicants by Gender over the last 5 years (2021-2025)	56

Notes

Percentages

Percentages are rounded to one decimal place.

Members of the Personnel

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

MPE: Employed Members of the Personnel (Staff Members (STAF), Fellows (FELL) and Graduates (GRAD for GRAE, GRAF and GRAP));

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

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

Graduates were introduced as a new category of MPEs to absorb Fellows and have been recruited since 2022. The first Graduates started their contract at CERN in 2023.

Member States

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

Member States contributions

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

Headcount

All figures refer to a headcount (referred to as 'HC' in respective tables) as at 31.12.2025 unless specified otherwise.

Staff Members

A 2,762 "headcount" equates to 2681.4 FTEs Full-time equivalents (FTEs) for 2025, of which 63.8 FTEs were charged to third-party accounts and 2617.6 FTEs were charged to CERN accounts (2574.9 FTEs under CERN core budget, 11 FTEs under EU funding, 1.0 FTEs under CERN openlab, and 30.7 FTEs under other external revenues). Staff members "paid but not available" accounted for 18.3 FTEs, resulting in an active staff complement of 2556.6 FTEs charged to CERN's core budget.

The 2025 "headcount" of 2,762 is calculated as follows:

Staff HC 31.12.2024 (2,704) – departures on 31.12.2024 (17) + 2025 arrivals (207) – (2025 departures (156) – departures on 31.12.2025 (24))

Consistency of data with past Personnel Statistics

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

Addendum to Table 36: In the 2021 Personnel Statistics document, Table 36, the figure "No. of Infants (< 3 years)" erroneously included children outside this category. This has been amended as of the 2022 Personnel

Statistics document. Addendum to Table 42: The average age was erroneously computed in the 2023 Personnel Statistics and in previous years. This has been amended as of the 2024 document.

In 2023 and 2024, modifications were made to the method of retrieving recruitment data. Hence, Tables 43-58 and Figures 16-18 of the 2023 and 2024 Personnel Statistics document are not compatible with each other and with previously published versions.

Annex

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

Tables 59a and 59b in the Annex report figures on Participants to an Experiment (PART). PART are not Members of the Personnel.

1 General Overview

Table 1a: Members of the Personnel by Department/Unit and Status – 31.12.2025

Dept.	MPE			MPA					Grand Total
	Staff Members	Graduates and Fellows	Total	MPA int. coll. excl. Users	MPA exch. scient.	MPA training	Users	Total	
ATS	40	16	56	15	9	3		27	83
BE	320	140	460	39	70	107		216	676
DG	42	5	47		8			8	55
EN	341	113	454	5		16		21	475
EP	534	323	857	106	42	218	12,619	12,985	13,842
FAP	77	34	111			7		7	118
HR	76	7	83			2		2	85
HSE	174	47	221	14	2	13		29	250
IPT	54	30	84		1	1		2	86
IR	57	31	88	8	2	13		23	111
IT	214	98	312	20	3	24	20	67	379
PF	21	4	25			1		1	26
RCS	23	8	31			6		6	37
SCE	104	34	138	1		2		3	141
SY	337	157	494	38	24	58		120	614
TE	321	139	460	51	3	48		102	562
TH	27	49	76	18	433	1		452	528
Total	2,762	1,235	3,997	315	597	520	12,639	14,071	18,068

Figure 1: Members of the Personnel by Status – 31.12.2025

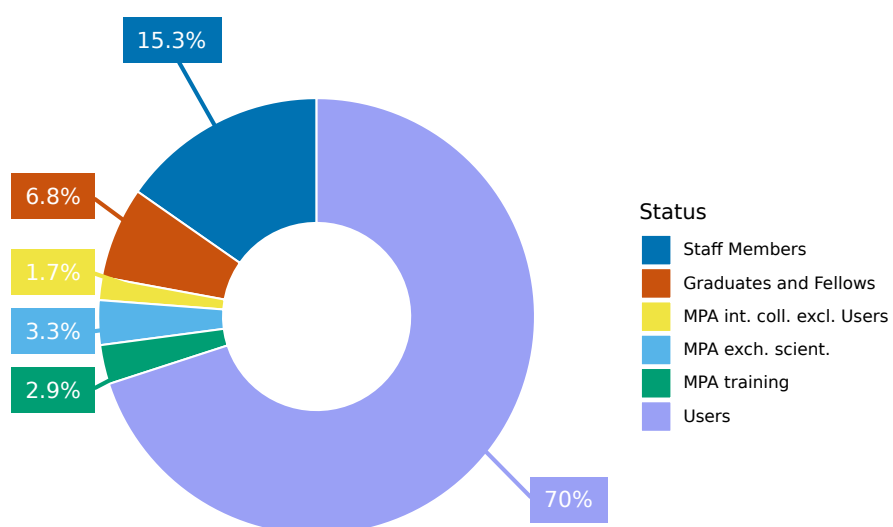


Table 1b: Graduates and Fellows by Department/Unit and Status – 31.12.2025

Dept.	Graduates and Fellows				Grand Total
	FELL	GRAE	GRAF	GRAP	
ATS	1	9		6	16
BE	3	64	3	70	140
DG		5			5
EN	6	58		49	113
EP	9	90	112	112	323
FAP		27		7	34
HR		6		1	7
HSE		24		23	47
IPT		14		16	30
IR	1	19		11	31
IT	3	80		15	98
PF		3		1	4
RCS	1	5		2	8
SCE		19		15	34
SY	2	71	7	77	157
TE	4	90		45	139
TH			49		49
Total	30	584	171	450	1,235

Table 1c: Associated Members of the Personnel by Department/Unit and Status – 31.12.2025

Dept.	MPA for international collaboration (MPAc)												Grand Total
	COAS			EXAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	10	2	12				2	1	3				15
BE	23	9	32				4	3	7				39
DG													
EN	5		5										5
EP	14	2	16	16	1	17	55	18	73	8,792	3,827	12,619	12,725
FAP													
HR													
HSE	5	6	11				1	2	3				14
IPT													
IR	5	2	7				1		1				8
IT	15	3	18					2	2	16	4	20	40
PF													
RCS													
SCE								1	1				1
SY	25	2	27				10	1	11				38
TE	42	4	46				4	1	5				51
TH	15	3	18										18
Total	159	33	192	16	1	17	77	29	106	8,808	3,831	12,639	12,954

Dept.	MPA for exchange of scientists (MPAx)												Grand Total
	CASS			GPRO			SASS			VISC			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS				1		1	1		1	4	3	7	9
BE							1		1	47	22	69	70
DG					1	1				7		7	8
EN													
EP	1		1	3		3	19	6	25	10	3	13	42
FAP													
HR													
HSE										2		2	2
IPT										1		1	1
IR										2		2	2
IT								1	1	1	1	2	3
PF													
RCS													
SCE													
SY										17	7	24	24
TE										3		3	3
TH				1		1	9	1	10	361	61	422	433
Total	1	0	1	5	1	6	30	8	38	455	97	552	597

Dept.	MPA for training (MPAt) excluding TRNE												Grand Total
	ADMI			DOCT			TECH			APPR			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS				1		1	1		1				2
BE	5		5	53		53	39		39				97
DG													
EN				2	1	3	4		4	1		1	8
EP	1		1	129	9	138	55		55				194
FAP	1		1				6		6				7
HR	2		2										2
HSE	1		1	8		8	2		2				11
IPT				1		1							1
IR	5		5	3		3	3		3				11
IT	1		1	3		3	16		16				20
PF							1		1				1
RCS	1		1	1		1	1		1	3		3	6
SCE	1		1										1
SY				30	1	31	23		23				54
TE				16		16	14		14	16	1	17	47
TH													
Total	18	0	18	247	11	258	165	0	165	20	1	21	462

Table 1d: Trainees and Summer students by Department/Unit and Status in 2025

Dept.	TRNE			SUMM			Grand Total
	MS	NMS	Total	MS	NMS	Total	
ATS	6		6	2		2	8
BE	59	3	62	10	4	14	76
DG							
EN	42		42	9	1	10	52
EP	89	6	95	120	124	244	339
FAP	4		4				4
HR	1		1				1
HSE	11	1	12	3	1	4	16
IPT	1	1	2				2
IR	17	1	18	1	1	2	20
IT	8		8	22	7	29	37
PF							
RCS	3		3	2		2	5
SCE	9		9				9
SY	25	1	26	8	7	15	41
TE	34	1	35	5		5	40
TH	1		1	3	1	4	5
Total	310	14	324	185	146	331	655

Table 2: Evolution in the Number of MPE and MPA over the last 5 Years (2021 – 2025)

Year	MPE						MPA						Grand Total	
	Staff Members		Graduates and Fellows		Total		MPA (excl. Users)		Users		Total			
	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ	HC	Δ
2021	2,676	41	783	27	3,459	68	1,557	-131	11,177	-222	12,734	-353	16,193	-285
2022	2,658	-18	900	117	3,558	99	1,518	-39	11,860	683	13,378	644	16,936	743
2023	2,666	8	1,002	102	3,668	110	1,516	-2	12,371	511	13,887	509	17,555	619
2024	2,704	38	1,181	179	3,885	217	1,402	-114	12,406	35	13,808	-79	17,693	138
2025	2,762	58	1,235	54	3,997	112	1,432	30	12,639	233	14,071	263	18,068	375

Figure 2a: Evolution in the Number of MPE and MPA (excl. Users) over the last 10 Years (2016 – 2025)

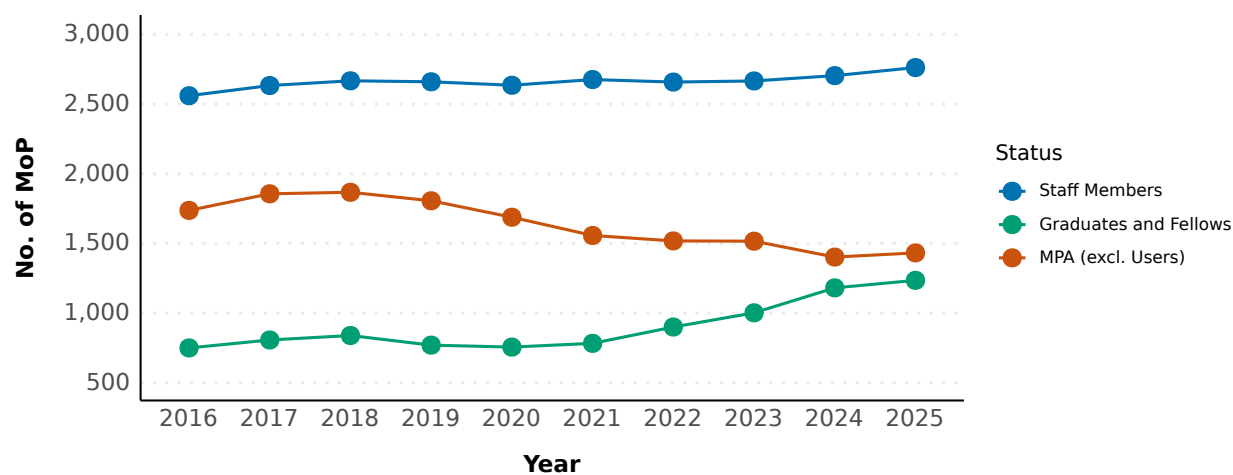
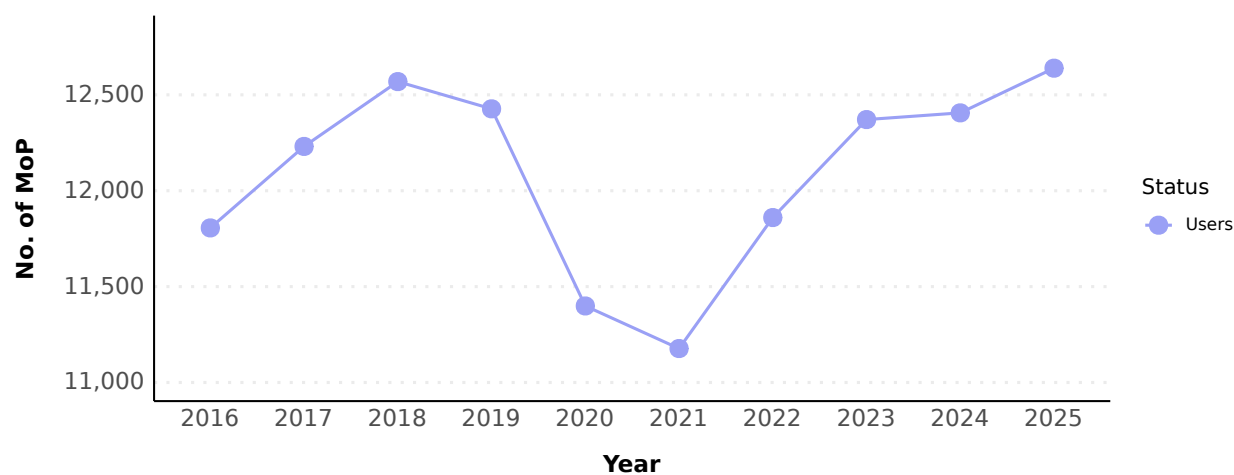


Figure 2b: Evolution in the Number of Users over the last 10 Years (2016 – 2025)



The scale has been adjusted for better readability.

2 Contractual Situation

Table 3: Members of the Personnel by Professional Category and Gender – 31.12.2025

Professional Category		Status Group											
		Staff Members			Graduates and Fellows			MPA (excl. Users)			Users		
		F	M	Total	F	M	Total	F	M	Total	F	M	Total
1 Research Physicists	HC	15	76	91	38	81	119	130	622	752	2,433	8,090	10,523
	%	16.5	83.5	3.3	31.9	68.1	9.6	17.3	82.7	52.5	23.1	76.9	83.3
2 Scientific & Eng. work	HC	187	1,154	1,341	199	567	766	137	362	499	212	1,280	1,492
	%	13.9	86.1	48.6	26.0	74.0	62.0	27.5	72.5	34.8	14.2	85.8	11.8
3 Technical work	HC	58	750	808	44	180	224	32	82	114	60	476	536
	%	7.2	92.8	29.3	19.6	80.4	18.1	28.1	71.9	8.0	11.2	88.8	4.2
4 Manual work	HC	5	45	50				1	16	17		2	2
	%	10.0	90.0	1.8				5.9	94.1	1.2		100.0	
5a Prof. Admin. work	HC	115	83	198	69	26	95	26	5	31	61	22	83
	%	58.1	41.9	7.2	72.6	27.4	7.7	83.9	16.1	2.2	73.5	26.5	0.7
5b/5c Office and Admin. work	HC	234	40	274	21	10	31	10	7	17	2	1	3
	%	85.4	14.6	9.9	67.7	32.3	2.5	58.8	41.2	1.2	66.7	33.3	
Total		614	2,148	2,762	371	864	1,235	336	1,096	1,432	2,768	9,871	12,639
		%	22.2	77.8	100.0	30.0	70.0	100.0	23.5	76.5	100.0	21.9	78.1

Figure 3a: Distribution of Female Staff Members by Professional Category – 31.12.2025

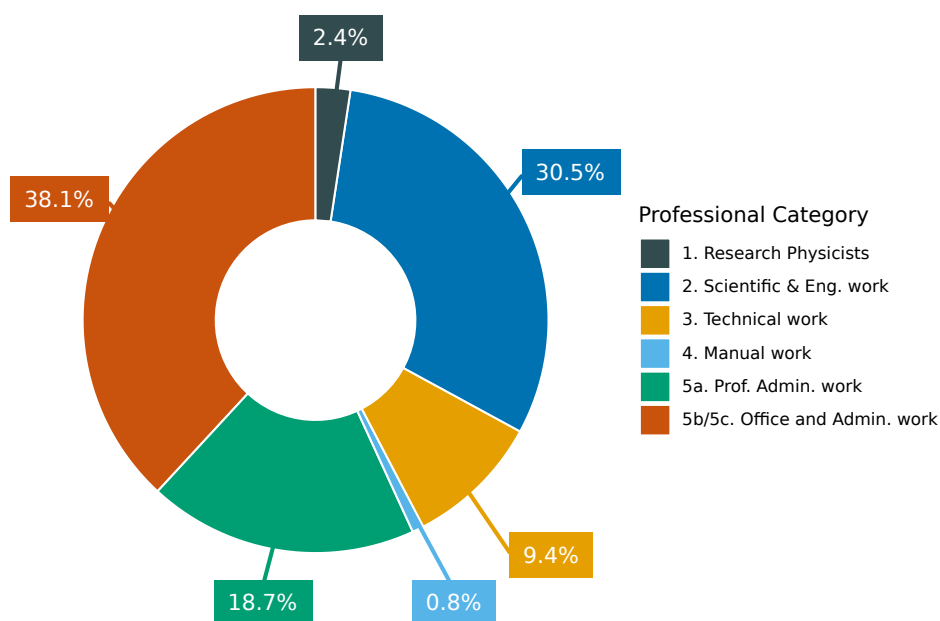
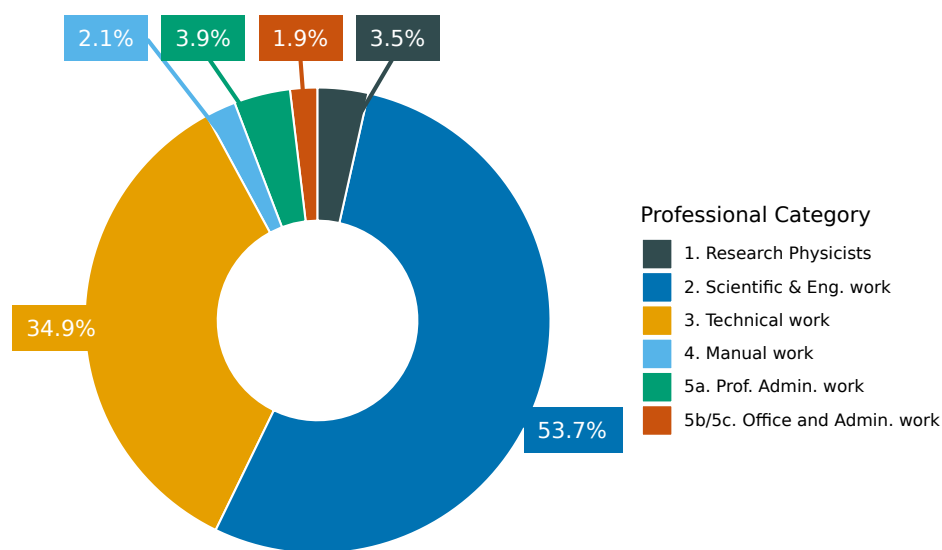
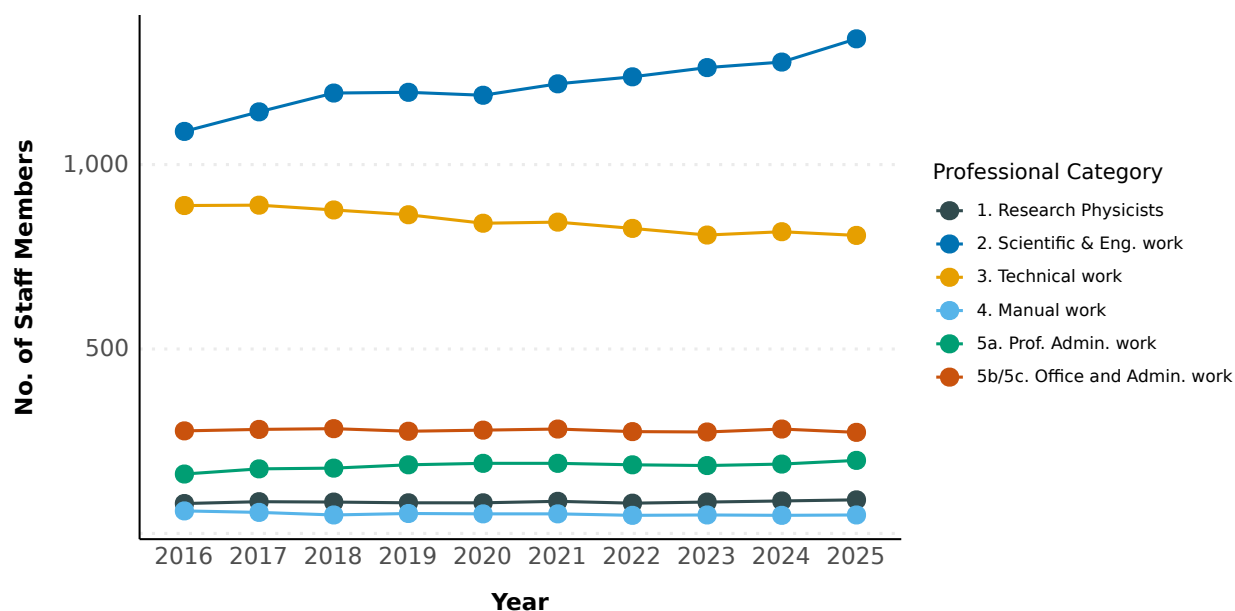


Figure 3b: Distribution of Male Staff Members by Professional Category – 31.12.2025**Table 4:** Staff Members by Professional Category over the last 10 Years (2016 – 2025)

Professional Category	Year									
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
1 Research Physicists	81	86	85	83	83	87	82	85	88	91
2 Scientific & Eng. work	1,090	1,143	1,194	1,196	1,188	1,219	1,238	1,263	1,278	1,341
3 Technical work	889	890	877	864	841	844	827	809	818	808
4 Manual work	61	57	50	54	53	53	49	50	49	50
5a Prof. Admin. work	161	175	177	186	190	190	186	184	188	198
5b/5c Office and Admin. work	278	282	284	277	280	283	276	275	283	274
Total	2,560	2,633	2,667	2,660	2,635	2,676	2,658	2,666	2,704	2,762

Figure 4: Staff Members by Professional Category over the last 10 Years (2016 – 2025)**Table 5:** Staff Members by Professional Category and Benchmark Job Range – 31.12.2025

Benchmark Job Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
1-2-(3)				1			1	
2-3-(4)				49			49	1.8
3-4-(5)			446			150	596	21.6
4-5-(6)			362			124	486	17.6
6-7-(8)	68	1,160			172		1,400	50.7
9-(10)	23	181			26		230	8.3
Total	91	1,341	808	50	198	274	2,762	100.0

Table 6: Staff Members by Professional Category and Type of Contract – 31.12.2025

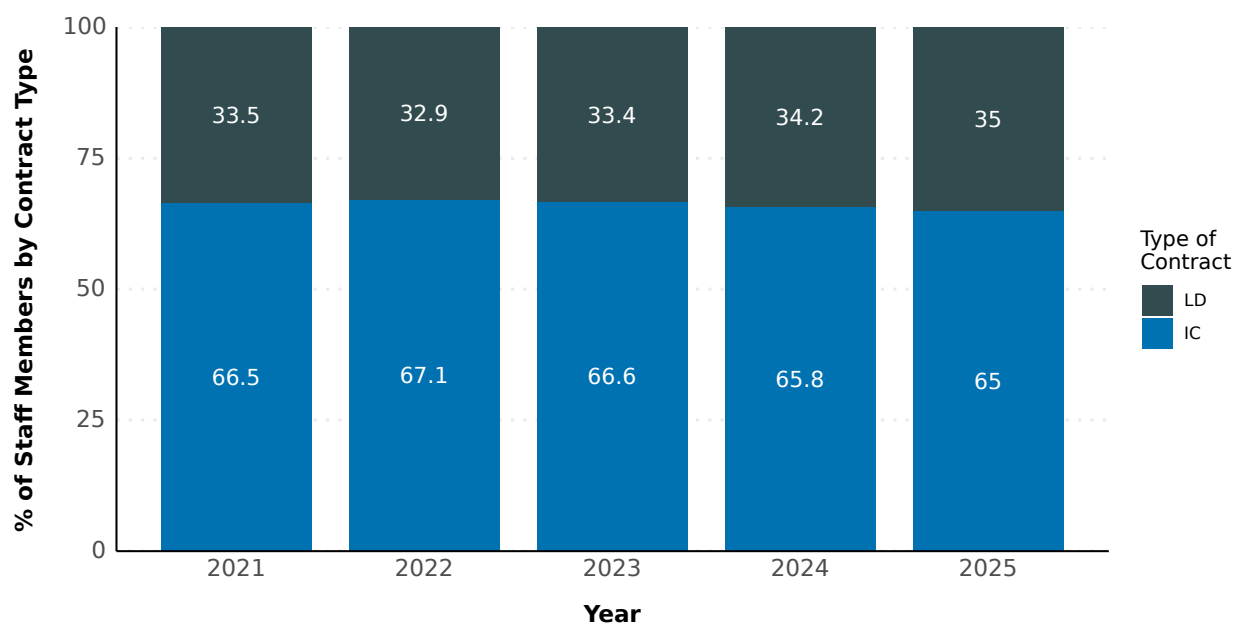
Professional Category		Type of Contract				Grand Total	
		Limited Duration Contract		Indefinite Contract			
		HC	%	HC	%	HC	%
1	Research Physicists	46	50.5	45	49.5	91	3.3
2	Scientific & Eng. work	444	33.1	897	66.9	1,341	48.6
3	Technical work	263	32.5	545	67.5	808	29.3
4	Manual work	34	68.0	16	32.0	50	1.8
5a	Prof. Admin. work	66	33.3	132	66.7	198	7.2
5b/5c	Office and Admin. work	113	41.2	161	58.8	274	9.9
Total		966	35.0	1,796	65.0	2,762	100.0

Table 7: Staff Members by Professional Category and Type of Contract over the last 5 Years (2021 – 2025)

Year	Type of Contract	Professional Category												Total		Grand Total
		1		2		3		4		5a		5b/5c				
		Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work				
		HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%	
2021	LD IC	45 42	51.7 48.3	371 848	30.4 69.6	275 569	32.6 67.4	36 17	67.9 32.1	60 130	31.6 68.4	110 173	38.9 61.1	897 1,779	33.5 66.5	2,676
2022	LD IC	41 41	50.0 50.0	378 860	30.5 69.5	267 560	32.3 67.7	32 17	65.3 34.7	52 134	28.0 72.0	105 171	38.0 62.0	875 1,783	32.9 67.1	2,658
2023	LD IC	42 43	49.4 50.6	401 862	31.7 68.3	255 554	31.5 68.5	33 17	66.0 34.0	55 129	29.9 70.1	105 170	38.2 61.8	891 1,775	33.4 66.6	2,666
2024	LD IC	44 44	50.0 50.0	405 873	31.7 68.3	268 550	32.8 67.2	33 16	67.3 32.7	58 130	30.9 69.1	118 165	41.7 58.3	926 1,778	34.2 65.8	2,704
2025	LD IC	46 45	50.5 49.5	444 897	33.1 66.9	263 545	32.5 67.5	34 16	68.0 32.0	66 132	33.3 66.7	113 161	41.2 58.8	966 1,796	35.0 65.0	2,762

Table 8: Staff Members on LD Contracts granted an IC Contract with a starting date in 2025 by Professional Category

Professional Category						Total
1	2	3	4	5a	5b/5c	
Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
1	47	16		5	5	74

Figure 5: Evolution in the Proportion of Staff Members by Type of Contract over the last 5 Years (2021 – 2025)**Table 9:** Staff Members with LD Extensions by Professional Category - 31.12.2025

	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
No. of eligible as of 31.12.2024 *	6	41	26	2	5	15	95
No. of extended as of 31.12.2025 **	2	35	20	1	5	11	74

* Staff Members on LD contracts in their 5th year on 31st December 2024.

** Staff Members on LD contracts in their 6th year on 31st December 2025.

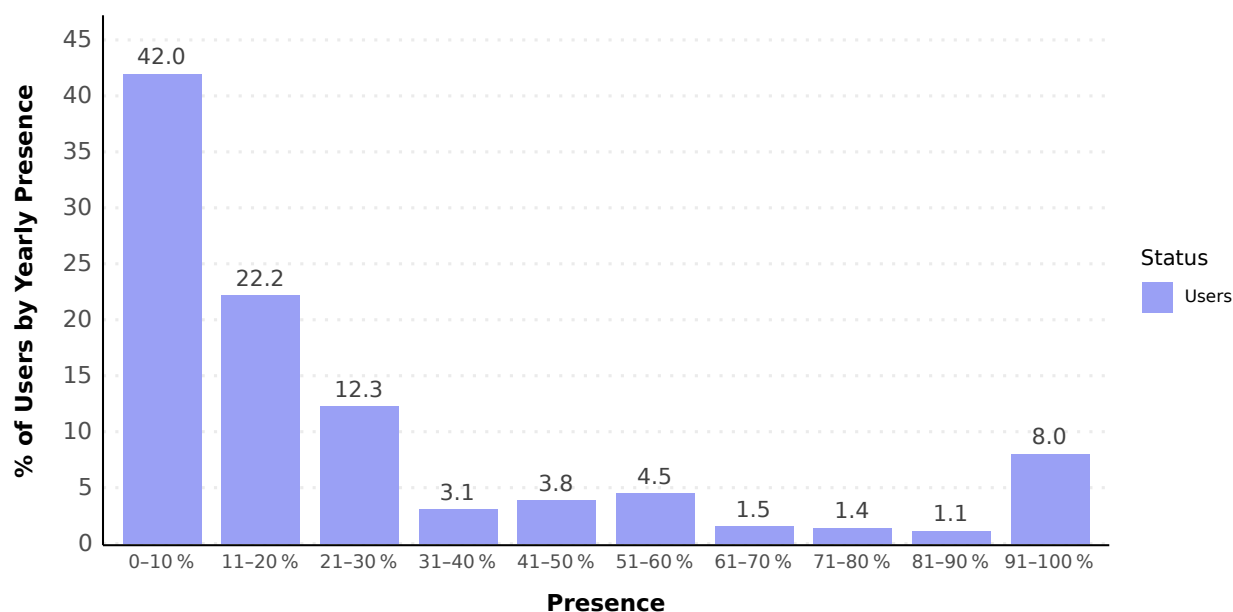
Table 10: Number of Fellows and Graduates by Funding Scheme – 31.12.2025

Category		
	HC	%
CERN	1212	98.14
EU Pay Programmes	8	0.65
NextGen	15	1.21
Total	1235	100.00

Table 11: Users by Professional Category and Yearly Presence in Percentage at CERN – 31.12.2025

Presence	Professional Category						Total
	1	2	3	4	5a	5b/5c	
% at CERN	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC
0–10 %	4,375	659	229		39	1	5,303
11–20 %	2,380	308	107	1	9		2,805
21–30 %	1,328	159	63	1	2		1,553
31–40 %	350	29	10		1		390
41–50 %	399	57	24		6		486
51–60 %	499	51	13		5		568
61–70 %	153	21	18		3		195
71–80 %	149	17	14				180
81–90 %	121	14	7		1		143
91–100 %	769	177	51		17	2	1,016
Total	10,523	1,492	536	2	83	3	12,639
%	83.3	11.8	4.2	<0.1	0.7	<0.1	100.0

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

Figure 6: Users by Yearly Presence in % at CERN – 31.12.2025

3 Working Conditions

Table 12: Staff Members by Professional Category and Contractual Working Hours* – 31.12.2025

Working Hours	Professional Category						Total	
	1	2	3	4	5a	5b/5c	HC	%
<i>Contractual</i>	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work		
20	2	19	6		6	6	39	1.4
24	2	28	24		3	6	63	2.3
28		11	6	1	2	3	23	0.8
30		1	1				2	0.1
32	2	15	13		4	14	48	1.7
34			1				1	<0.1
36		12	10		4	8	34	1.2
38						1	1	<0.1
40	85	1,255	747	49	179	236	2,551	92.4
Total	91	1,341	808	50	198	274	2,762	
%	3.3	48.6	29.3	1.8	7.2	9.9		100.0

*Including Staff Members in a pre-retirement programme.

Table 13a: Telework (as % of contractual working hours) taken during 2025 by Staff Members in post on 31.12.2025 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)																
		0%		(0–5]%		(5–10]%		(10–20]%		(20–40]%		(40–60]%					>60%	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	% of HC with TW	Average TW (%)
1	Research Physicists	5	18	3	26	6	18	1	13		1					91	74.7	4.8
2	Scientific & Eng. work	11	114	62	391	47	206	41	246	26	188		8		1	1,341	90.7	10
3	Technical work	16	266	19	265	7	82	9	80	7	54		2		1	808	65.1	5.4
4	Manual work	4	41	1	4											50	10.0	0
5a	Prof. Admin. work	3	6	15	21	18	9	38	20	40	27			1		198	95.5	15.8
5b/5c	Office & Admin. work	19	4	36	9	31	4	64	9	77	14	6		1		274	91.6	16.2
Total		58	449	136	716	109	319	153	368	150	284	6	10	2	2	2,762	81.6	8.7

Table 13b: Telework (as % of contractual working hours) taken during 2025 by Graduates and Fellows in post on 31.12.2025 by Professional Category and Gender

Professional Category		Headcount (by % of time teleworked and gender)												Total	% of HC with TW	Average TW (%)		
		0%		(0–5]%		(5–10]%		(10–20]%		(20–40]%		(40–60]%					>60%	
		F	M	F	M	F	M	F	M	F	M	F	M	F	M			
1	Research Physicists	8	23	14	24	10	15	5	16	1	3					119	73.9	5.7
2	Scientific & Eng. work	23	96	64	152	41	119	45	116	26	82		2			766	84.5	9.3
3	Technical work	12	69	3	34	3	22	16	21	10	34					224	63.8	9.5
4	Manual work																	
5a	Prof. Admin. work		1	6	2	9	3	17	10	34	10	3				95	98.9	19.7
5b/5c	Office & Admin. work	1	2	1	3	2		9	3	7	2	1				31	90.3	15.6
Total		44	191	88	215	65	159	92	166	78	131	4	2			1,235	81.0	12

Table 14: Saved Leave Slices taken by Staff Members by Gender – 31.12.2025

Gender		Saved Leave						Grand Total
	Slices taken (days)	0 (0)	1 (5.5)	2 (11)	3 (16.5)	4 (22)	5-8 (27.5-44)	
Female	HC	250	133	58	19	146	8	614
	%	40.7	21.7	9.4	3.1	23.8	1.3	100.0
Male	HC	1,039	594	212	49	234	20	2,148
	%	48.4	27.7	9.9	2.3	10.9	0.9	100.0
	Total	1,289	727	270	68	380	28	2,762
	%	46.7	26.3	9.8	2.5	13.8	1.0	100.0

4 Age and Seniority

Table 15: Staff Members by Age Range over the period 2015 – 2025

Age Range	Year		
	2015	2020	2025
≤25	14	9	9
26–30	148	110	126
31–35	348	335	347
36–40	423	417	406
41–45	434	412	385
46–50	433	434	402
51–55	349	421	420
56–60	267	343	406
61–65	114	152	259
>65	1	2	2
Total	2,531	2,635	2,762

Figure 7: Staff Members by Age Range over the period 2015 – 2025

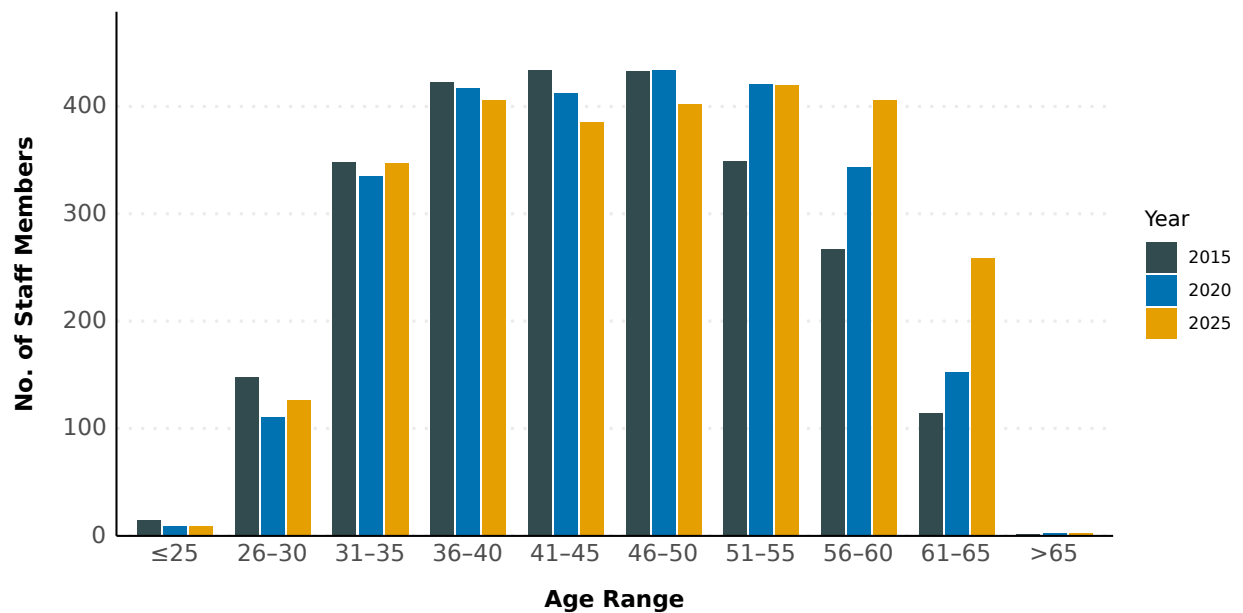


Table 16: Staff Members by Age Range and Professional Category – 31.12.2025

Age Range	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
≤25			7			2	9	0.3
26–30	1	54	50	1	4	16	126	4.6
31–35	19	180	88	8	17	35	347	12.6
36–40	19	213	102	10	23	39	406	14.7
41–45	12	179	127	9	29	29	385	13.9
46–50	11	195	113	11	25	47	402	14.6
51–55	6	179	133	7	42	53	420	15.2
56–60	8	204	123	3	37	31	406	14.7
61–65	14	136	65	1	21	22	259	9.4
>65	1	1					2	0.1
Total	91	1,341	808	50	198	274	2,762	100.0
Average Age	45.5	46.6	46.4	43.9	48.9	46.0	46.6	

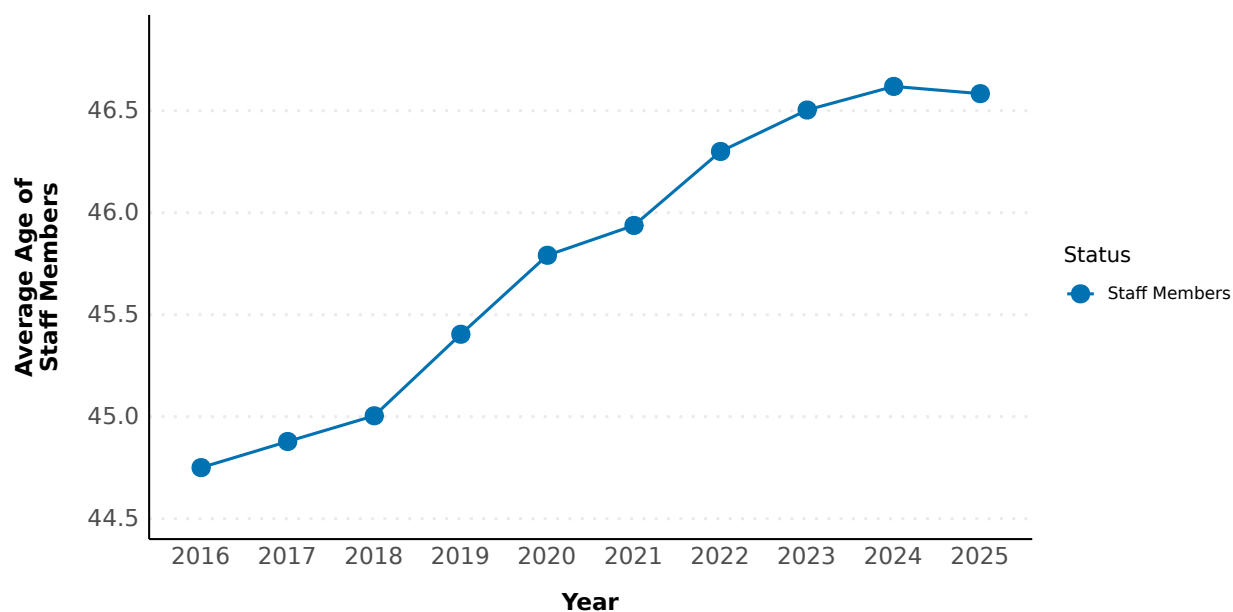
Figure 8: Evolution in the Average Age of Staff Members over the last 10 Years (2016 – 2025)

Table 17: Staff Members by Professional Category and Years of Service – 31.12.2025

Completed Years of Service in 2025	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0–4	45	357	195	27	50	89	763	27.6
5–9	14	199	115	7	33	36	404	14.6
10–14	8	176	97	4	23	23	331	12.0
15–19	6	131	109	5	19	26	296	10.7
20–24	5	162	161	4	24	71	427	15.5
25–29	6	191	70	2	22	14	305	11.0
30–34	7	100	44	1	20	8	180	6.5
≥35		25	17		7	7	56	2.0
Total	91	1,341	808	50	198	274	2,762	100.0
Average Years of Service	9.4	14.2	14.3	8.0	14.7	12.9	13.9	

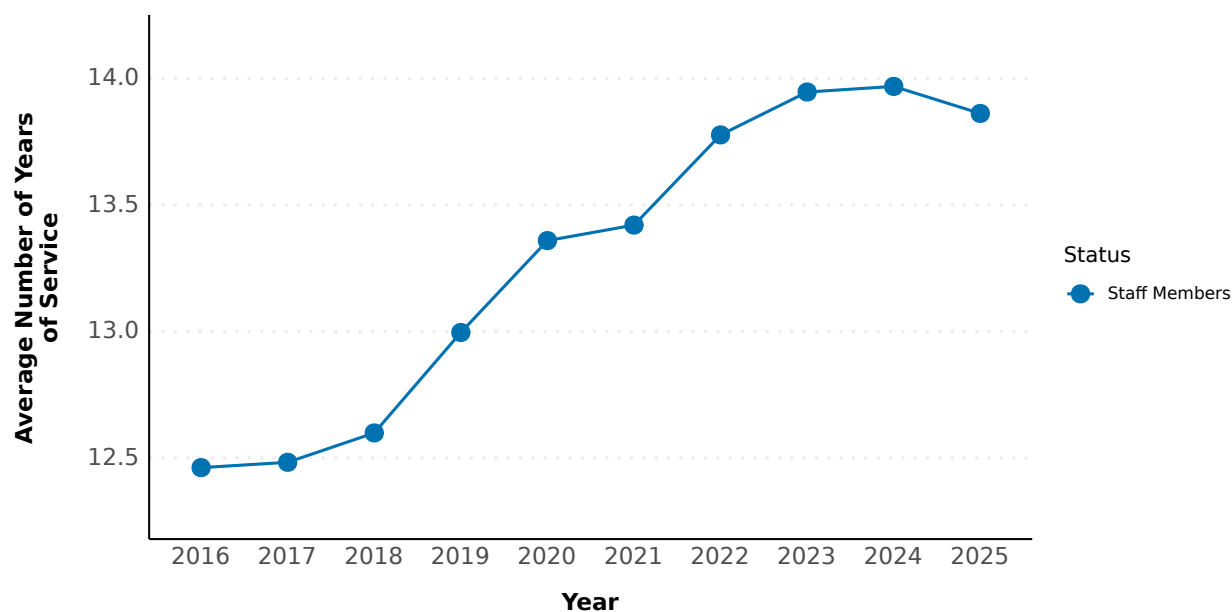
Figure 9: Evolution in the Average Number of Years of Service of Staff Members over the last 10 Years (2016 – 2025)

Table 18a: Staff Members by Years of Service, Type of Contract and Work Time – 31.12.2025

Years of Service	Type of Contract						Grand Total	
	Limited Duration Contract			Indefinite Contract				
	Full Time	Part Time	Total	Full Time	Part Time	Total	HC	%
0–4	753	6	759	4		4	763	27.6
5–9	205	2	207	193	4	197	404	14.6
10–14				315	16	331	331	12.0
15–19				278	18	296	296	10.7
20–24				376	51	427	427	15.5
25–29				257	48	305	305	11.0
30–34				135	45	180	180	6.5
≥35				35	21	56	56	2.0
Total	958	8	966	1,593	203	1,796	2,762	100.0

Table 18b: Staff Members on Limited Duration Contracts by Professional Category and Years of Service – 31.12.2025

Years of Service	Professional Category						Total	
	1	2	3	4	5a	5b/5c		
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	HC	%
0	11	114	36	5	16	21	203	21.0
1	10	63	49	5	16	26	169	17.5
2	6	66	32	7	7	16	134	13.9
3	7	55	34	6	5	7	114	11.8
4	7	59	44	4	6	19	139	14.4
5	2	35	20	1	5	11	74	7.7
6	2	27	23	5	8	7	72	7.5
7		25	25	1	2	6	59	6.1
9	1				1		2	0.2
Total	46	444	263	34	66	113	966	100.0

Table 19: Graduates, Fellows and MPAs by Age Range – 31.12.2025

Age Range	MPE		MPA								Grand Total	
	Graduates and Fellows		MPA int. coll. excl. Users		MPA exch. scient.		MPA training		Users			
	HC	%	HC	%	HC	%	HC	%	HC	%	HC	%
≤25	249	20.2	20	6.3	6	1.0	266	51.2	1,264	10.0	1,805	11.8
26–30	596	48.3	69	21.9	31	5.2	225	43.3	2,421	19.2	3,342	21.8
31–35	331	26.8	59	18.7	52	8.7	22	4.2	1,555	12.3	2,019	13.2
36–40	53	4.3	46	14.6	79	13.2	5	1.0	1,221	9.7	1,404	9.2
41–45	4	0.3	32	10.2	81	13.6	2	0.4	1,194	9.4	1,313	8.6
46–50	2	0.2	23	7.3	58	9.7			1,058	8.4	1,141	7.5
51–55			21	6.7	70	11.7			1,030	8.1	1,121	7.3
56–60			17	5.4	70	11.7			958	7.6	1,045	6.8
61–65			19	6.0	58	9.7			876	6.9	953	6.2
>65			9	2.9	92	15.4			1,062	8.4	1,163	7.6
Total	1,235	100.0	315	100.0	597	100.0	520	100.0	12,639	100.0	15,306	100.0

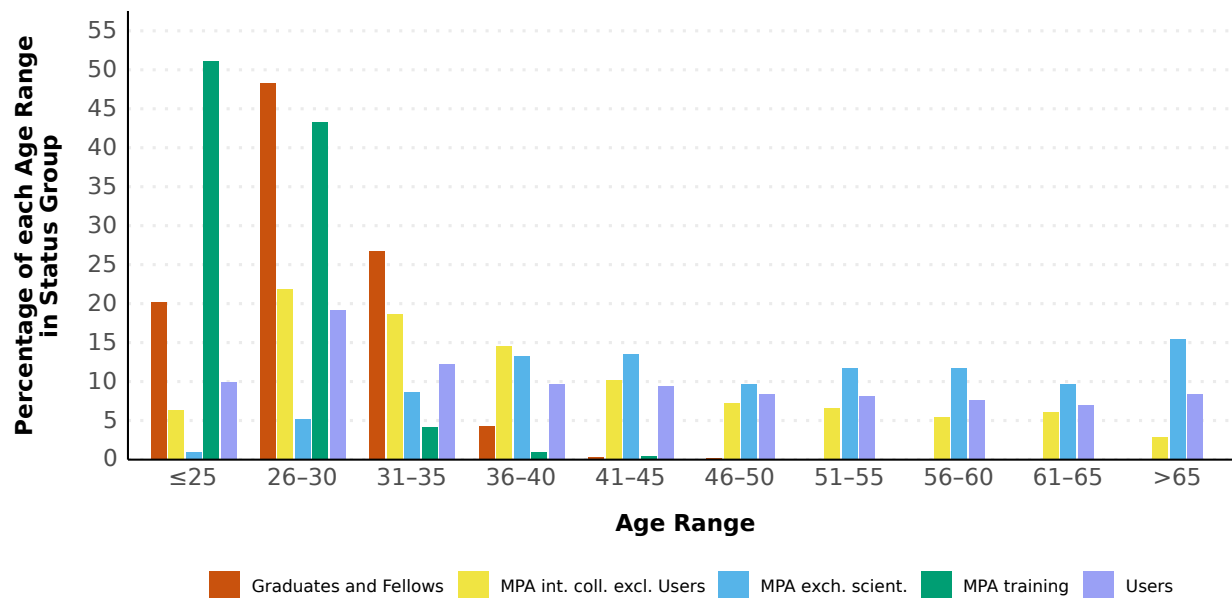
Figure 10: Graduates, Fellows and MPAs by Age Range – 31.12.2025

Table 20: Average Age of Members of the Personnel by Status, Type of Contract and Professional Category – 31.12.2025

Status	Type of Contract	Professional Category						Average Age
		1	2	3	4	5a	5b/5c	
		Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Staff Members	LD	39.0	36.4	36.7	39.9	40.9	37.4	37.2
	IC	52.2	51.7	51.1	52.4	52.9	52.1	51.6
Graduates and Fellows		32.7	29.3	25.3		29.7	26.7	28.9
MPA int. coll.		42.3	42.9	46.6	60.0	49.5	35.0	42.6
MPA exch. scient.		50.8	47.3	47.2		51.0		50.6
MPA training		28.0	26.2	23.0	18.1	27.2	23.8	25.5

Table 21: Evolution in the Number of Users by Age Range over the last 5 Years (2021 – 2025)

Age Range	Year				
	2021	2022	2023	2024	2025
≤25	650	985	1,103	1,205	1,264
26–30	1,966	2,101	2,316	2,389	2,421
31–35	1,413	1,435	1,491	1,494	1,555
36–40	1,192	1,236	1,257	1,266	1,221
41–45	1,049	1,081	1,130	1,153	1,194
46–50	1,010	1,026	1,062	1,046	1,058
51–55	1,046	1,047	1,037	1,018	1,030
56–60	986	1,019	1,014	964	958
61–65	762	798	836	833	876
>65	1,101	1,132	1,124	1,037	1,062
Total	11,175	11,860	12,370	12,405	12,639

5 Gender

Table 22a: Number of MPEs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2025

Dept.	Status						Grand Total		
	Staff Members			Graduates and Fellows			Total MPE		
	F	M	% F	F	M	% F	F	M	% F
ATS	12	28	30.0	8	8	50.0	20	36	35.7
BE	44	276	13.8	34	106	24.3	78	382	17.0
DG	28	14	66.7	3	2	60.0	31	16	66.0
EN	45	296	13.2	33	80	29.2	78	376	17.2
EP	92	442	17.2	85	238	26.3	177	680	20.7
FAP	38	39	49.4	11	23	32.4	49	62	44.1
HR	63	13	82.9	5	2	71.4	68	15	81.9
HSE	44	130	25.3	14	33	29.8	58	163	26.2
IPT	26	28	48.1	23	7	76.7	49	35	58.3
IR	35	22	61.4	23	8	74.2	58	30	65.9
IT	34	180	15.9	24	74	24.5	58	254	18.6
PF	14	7	66.7	3	1	75.0	17	8	68.0
RCS	8	15	34.8	4	4	50.0	12	19	38.7
SCE	33	71	31.7	14	20	41.2	47	91	34.1
SY	48	289	14.2	47	110	29.9	95	399	19.2
TE	41	280	12.8	32	107	23.0	73	387	15.9
TH	9	18	33.3	8	41	16.3	17	59	22.4
Total	614	2,148	22.2	371	864	30.0	985	3,012	24.6

Table 22b: Number of MPAs by Gender and Proportion of Females by Department/Unit and Status – 31.12.2025

Dept.	Status									Grand Total		
	MPA int. coll.			MPA exch. scient.			MPA training			Total MPA		
	F	M	% F	F	M	% F	F	M	% F	F	M	% F
ATS	6	9	40.0	1	8	11.1		3		7	20	25.9
BE	11	28	28.2	12	58	17.1	43	64	40.2	66	150	30.6
DG				2	6	25.0				2	6	25.0
EN		5					7	9	43.8	7	14	33.3
EP	2,775	9,950	21.8	10	32	23.8	66	152	30.3	2,851	10,134	22.0
FAP							2	5	28.6	2	5	28.6
HR							1	1	50.0	1	1	50.0
HSE	6	8	42.9	1	1	50.0	6	7	46.2	13	16	44.8
IPT				1			1			2		
IR	5	3	62.5	2			8	5	61.5	15	8	65.2
IT	17	23	42.5	1	2	33.3	5	19	20.8	23	44	34.3
PF								1			1	
RCS							5	1	83.3	5	1	83.3
SCE		1					1	1	50.0	1	2	33.3
SY	9	29	23.7	7	17	29.2	16	42	27.6	32	88	26.7
TE	6	45	11.8		3		8	40	16.7	14	88	13.7
TH	4	14	22.2	59	374	13.6		1		63	389	13.9
Total	2,839	10,115	21.9	96	501	16.1	169	351	32.5	3,104	10,967	22.1

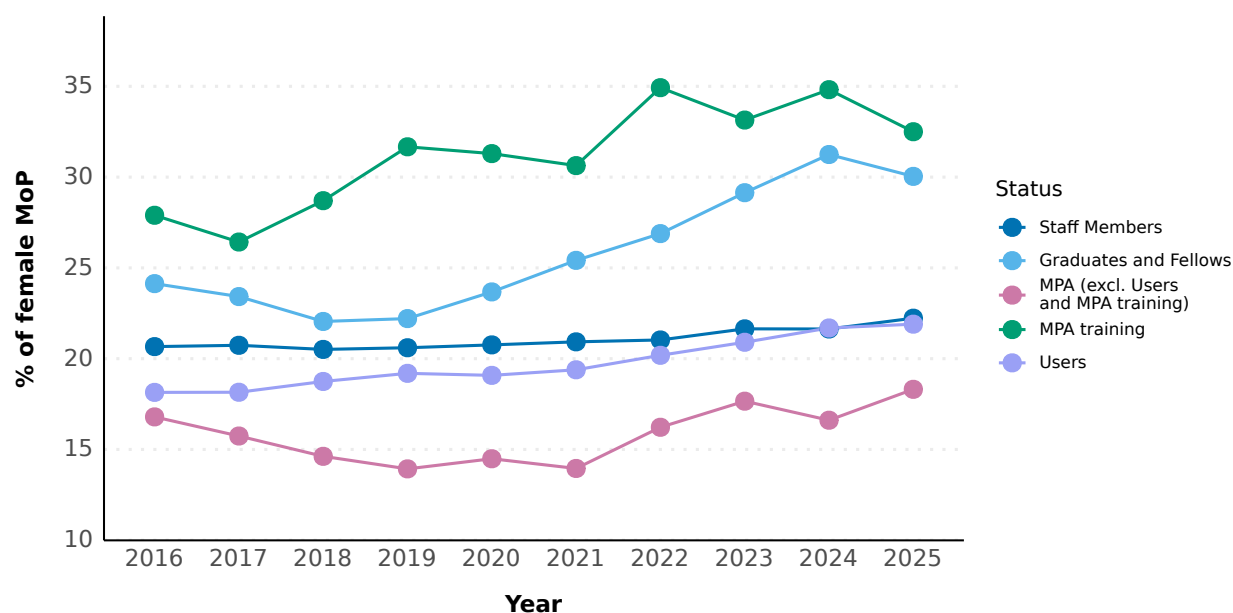
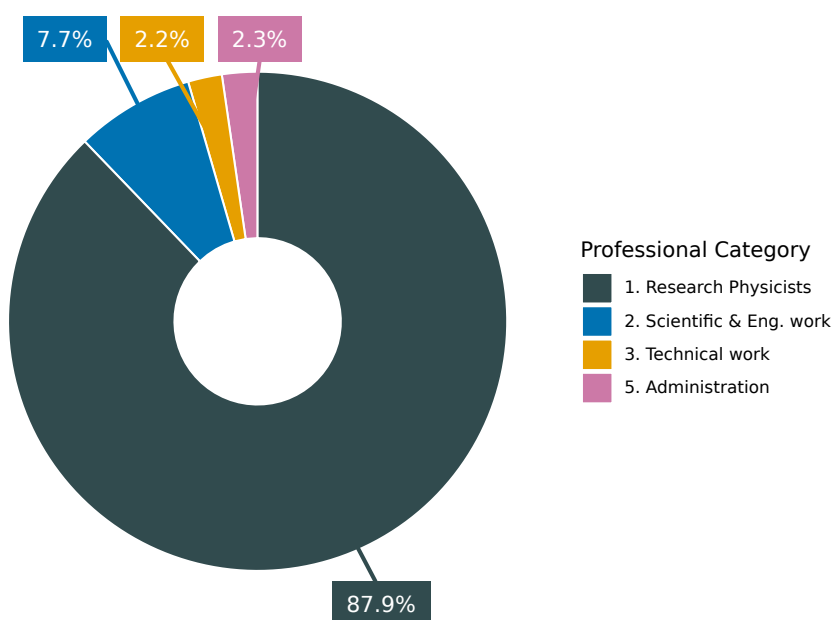
Figure 11: Proportion of Female Members of the Personnel over the last 10 Years (2016 – 2025)

Table 23: Staff Members by Gender and Type of Contract – 31.12.2025

Gender	Type of Contract				Grand Total	
	Limited Duration Contract		Indefinite Contract			
	HC	%	HC	%	HC	% Gender
Female	241	39.3	373	60.7	614	22.2
Male	725	33.8	1,423	66.2	2,148	77.8
Total	966	35.0	1,796	65.0	2,762	100.0

Figure 12: Female Users by Professional Category – 31.12.2025

6 Nationality

Table 24: Staff Members by Nationality and Eligibility to International Benefits at Time of Recruitment – 31.12.2025

Nationality	International Benefits Status				Grand Total	
	International		Non-international			
	HC	%	HC	%	HC	%
AT	57	3.0			57	2.1
BE	95	4.9	3	0.4	98	3.5
BG	14	0.7			14	0.5
CH	69	3.6	135	16.2	204	7.4
CY	3	0.2			3	0.1
CZ	13	0.7	1	0.1	14	0.5
DE	174	9.0	6	0.7	180	6.5
DK	14	0.7	1	0.1	15	0.5
EE	1	0.1			1	
ES	186	9.7	12	1.4	198	7.2
FI	27	1.4	2	0.2	29	1.0
FR	317	16.5	626	75.0	943	34.1
GB	206	10.7	13	1.6	219	7.9
GR	71	3.7	1	0.1	72	2.6
HR	1	0.1			1	
HU	13	0.7	1	0.1	14	0.5
IL	2	0.1			2	0.1
IN	12	0.6			12	0.4
IT	316	16.4	18	2.2	334	12.1
LT	3	0.2			3	0.1
LV	1	0.1	2	0.2	3	0.1
NL	53	2.8	2	0.2	55	2.0
NO	19	1.0			19	0.7
PK	5	0.3			5	0.2
PL	94	4.9	4	0.5	98	3.5
PT	62	3.2	4	0.5	66	2.4
RO	22	1.1	1	0.1	23	0.8
RS	7	0.4			7	0.3
SE	27	1.4	2	0.2	29	1.0
SI	1	0.1			1	
SK	19	1.0	1	0.1	20	0.7
TR	7	0.4			7	0.3
UA	6	0.3			6	0.2
NMS	10	0.5			10	0.4
Total	1,927	100.0	835	100.0	2,762	100.0

Table 25: Staff Members by Nationality, Professional Category and Female representation – 31.12.2025

Nationality	Professional Category										Grand Total	
	1		2		3		4		5a		5b/5c	
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total
AT		2	8	46	1	4			2	4	1	1
BE	1	2	3	49	2	22	2	2	6	13	9	10
BG			2	11		1			1	2		
CH		2	11	90	4	53	2	2	9	18	35	39
CY		1		2								
CZ			1	10		3					1	1
DE	2	17	8	127	2	14	3	3	9	12	6	7
DK		1		10		2			1	1	1	1
EE											1	1
ES	2	7	30	129	8	43	1	5	5	7	7	7
FI		1	1	11		5	1	5	2	2	5	5
FR	3	7	37	240	19	475		16	42	68	111	137
GB	1	10	12	92	6	58	2	6	18	28	20	25
GR		1	8	51	2	12		1	1	3	4	4
HR				1								
HU			2	11		1					2	2
IL		1					1	1				
IN		1	1	6		4			1	1		
IT	3	20	41	240	2	43	3	3	5	15	13	13
LT				2							1	1
LV			1	1					1	1	1	1
NL		3		31	3	13			2	7		1
NO		1		5	2	8	1	1		2	2	2
PK			1	2		2				1		
PL	2	2	13	76	3	15			3	3	1	2
PT		2	3	45		12	1	1	4	5	1	1
RO			1	14	2	4	1	1		1	3	3
RS				2		3					2	2
SE		1	1	15	1	5	1	3	3	4	1	1
SI						1						
SK		1		15							3	4
TR			1	2	1	5						
UA			1	3							3	3
NMS	1	8		2								
Total	15	91	187	1,341	58	808	5	50	115	198	234	274
											614	2,762

Table 26: Staff Members by Nationality, Grade and Female representation – 31.12.2025

Nationality	Grade										Grand Total	
	01	02	03	04	05	06	07	08	09	10		
	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F Total	F	Total
AT				2	2 3	5 12	11	3 14	2 13	2	12	57
BE		1	2 3	3 6	3 12	6 31	5 16	2 19	10		21	98
BG					1	5	2 4	1 4			3	14
CH		1	11 21	12 27	14 34	7 36	6 38	7 31	2 13	3	59	204
CY						2				1		3
CZ			1 2	2		1 8	2				2	14
DE		1	2 3	4 9	2 6	11 47	4 51	3 28	1 30	5	27	180
DK				1 2		4	6	1	1	1 1	2	15
EE			1 1								1	1
ES		1 3	5 16	5 19	4 14	16 67	13 42	6 27	2 8	1 2	53	198
FI		1 5	1 1	1 4	2 4	3 10	1 1	3	1		9	29
FR		5	19 87	59 248	40 234	41 171	24 94	20 68	8 33	1 3	212	943
GB		2 4	10 36	4 19	9 22	18 64	7 24	6 24	2 19	1 7	59	219
GR			3 5	2 6	1 6	6 36	2 9	4	4	1 2	15	72
HR						1						1
HU				2 3		4	1 6		1 1		4	14
IL			1			1						2
IN			2	1	1	2 7		1			2	12
IT			2 11	7 25	4 16	21 106	10 62	13 61	6 42	1 11	64	334
LT			1 1	1 1		2 2					1	3
LV			1 1			2 2					3	3
NL			1 1	1	2 8	1 17	11	10	1 6	1	5	55
NO		1	1 4	1 3	1 2	1 3	2	3		1	4	19
PK				2		1 2	1				1	5
PL			1 4	2 9	1 4	11 43	5 25	1 12	1 1		22	98
PT		1	3	3	1 6	4 29	2 13	9	1 2		8	66
RO		1		1 3	4 4	1 10	4	1			6	23
RS			2 3	1	1		2				2	7
SE		1 1	3	2	2 2	2 8	1 2	1 6	5		7	29
SI					1							1
SK			1 2	2 2		5	4	7			3	20
TR			1	1 3	1	1 2					2	7
UA			2 2	1 1		1 2	1				4	6
NMS						1 5	4		1		1	10
Total	0 0	5 24	66 213	109 404	92 382	163 742	83 435	63 333	27 190	6 39	614	2,762

Table 27: Staff Members by Nationality, Benchmark Job Range and Female representation – 31.12.2025

Nationality	Benchmark Job Range										Grand Total			
	1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)				9-(10)	
	F	Total	F	Total	F	Total	F	Total	F	Total	F	Total		
AT					1		2	4	8	37	2	15	12	57
BE			2		3	5	8	27	10	54		10	21	98
BG								1	3	13			3	14
CH			2		23	49	16	43	18	94	2	16	59	204
CY										2		1		3
CZ					1	3		1	1	10			2	14
DE			3		2	6	6	15	18	121	1	35	27	180
DK					1	1		2		10	1	2	2	15
EE					1	1							1	1
ES			1	5	7	28	8	22	34	133	3	10	53	198
FI			1	5	1	3	4	7	3	13		1	9	29
FR		1		15	74	367	56	245	73	279	9	36	212	943
GB			2	6	17	52	9	31	28	104	3	26	59	219
GR				1	3	6	3	10	8	49	1	6	15	72
HR										1				1
HU					1	1	1	2	1	10	1	1	4	14
IL			1							1				2
IN						2		2	2	8			2	12
IT			3		6	27	9	29	42	221	7	54	64	334
LT					1	1				2			1	3
LV					1	1			2	2			3	3
NL					2	5	1	9	1	34	1	7	5	55
NO			1		1	5	3	5		7		1	4	19
PK						1		1	1	3			1	5
PL					1	8	3	9	17	80	1	1	22	98
PT			1			7	1	6	6	50	1	2	8	66
RO			1		2	3	3	4	1	15			6	23
RS					2	4		1		2			2	7
SE			1	3	1	4	1	2	4	15		5	7	29
SI								1						1
SK					1	2	2	2		16			3	20
TR						1	1	4	1	2			2	7
UA					2	2	1	1	1	3			4	6
NMS									1	9		1	1	10
Total	0	1	5	49	154	596	138	486	284	1,400	33	230	614	2,762

Table 28: Staff Members by Nationality and Age Range – 31.12.2025

Nationality	Age Range										Total
	≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
AT		2	4	9	7	10	12	11	2		57
BE		1	3	11	10	10	19	27	17		98
BG			1	3	3	2	3	1	1		14
CH	1	5	13	20	31	31	38	41	24		204
CY				1	1				1		3
CZ		2	4	6	1			1			14
DE		5	22	18	24	18	26	38	28	1	180
DK		1	1		3	2	4	3	1		15
EE				1							1
ES		19	35	37	30	27	22	16	12		198
FI		2	6	5	2	3	5	5	1		29
FR	1	19	86	123	142	162	171	144	95		943
GB	2	23	38	31	20	27	36	27	14	1	219
GR		3	23	15	13	9	1	3	5		72
HR				1							1
HU			2	5		2	5				14
IL				1	1						2
IN	2		4	4	1	1					12
IT	1	16	35	54	48	49	45	52	34		334
LT				3							3
LV			1	2							3
NL		1	5	4	2	4	10	20	9		55
NO	1	2	2	2	3	3	1	3	2		19
PK			1	1	1	1	1				5
PL		6	27	18	19	16	10	2			98
PT		6	17	11	9	13	2	5	3		66
RO		3	4	6	5	3	2				23
RS				2	4				1		7
SE		1	5	2	1	5	5	5	5		29
SI						1					1
SK		2	6	1	2	2	2	2	3		20
TR	1	4		1		1					7
UA		3	1	1	1						6
NMS			1	7	1				1		10
Total	9	126	347	406	385	402	420	406	259	2	2762

Table 29a: Members of the Personnel other than Staff by Nationality and Status – 31.12.2025

Nationality	Graduates and Fellows		MPA (excl. Users and MPA training)		MPA training		Users		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT	16	1.3	10	1.1	17	3.3	91	0.7	134	0.9
BE	21	1.7	13	1.4	6	1.2	101	0.8	141	0.9
BG	2	0.2	5	0.5	2	0.4	86	0.7	95	0.6
BR	6	0.5	9	1.0	13	2.5	167	1.3	195	1.3
CH	46	3.7	32	3.5	23	4.4	205	1.6	306	2.0
CY			3	0.3			22	0.2	25	0.2
CZ	17	1.4	12	1.3	18	3.5	204	1.6	251	1.6
DE	116	9.4	86	9.4	62	11.9	1,156	9.1	1,420	9.3
DK	9	0.7	5	0.5	18	3.5	46	0.4	78	0.5
EE	5	0.4	1	0.1			21	0.2	27	0.2
ES	135	10.9	59	6.5	31	6.0	502	4.0	727	4.7
FI	15	1.2	7	0.8	1	0.2	80	0.6	103	0.7
FR	149	12.1	71	7.8	28	5.4	796	6.3	1,044	6.8
GB	105	8.5	57	6.2	26	5.0	722	5.7	910	5.9
GR	56	4.5	29	3.2	34	6.5	227	1.8	346	2.3
HR	7	0.6	3	0.3	1	0.2	49	0.4	60	0.4
HU	8	0.6	7	0.8	5	1.0	79	0.6	99	0.6
IE	3	0.2	2	0.2	2	0.4	35	0.3	42	0.3
IL	1	0.1	9	1.0			49	0.4	59	0.4
IN	47	3.8	22	2.4	17	3.3	482	3.8	568	3.7
IT	165	13.4	186	20.4	90	17.3	2,089	16.5	2,530	16.5
LT	4	0.3	1	0.1			34	0.3	39	0.3
LV	2	0.2	2	0.2	1	0.2	17	0.1	22	0.1
NL	25	2.0	11	1.2	21	4.0	148	1.2	205	1.3
NO	32	2.6	5	0.5	15	2.9	62	0.5	114	0.7
PK	10	0.8	7	0.8	1	0.2	74	0.6	92	0.6
PL	55	4.5	36	3.9	24	4.6	402	3.2	517	3.4
PT	48	3.9	15	1.6	10	1.9	120	0.9	193	1.3
RO	22	1.8	3	0.3	4	0.8	146	1.2	175	1.1
RS	23	1.9	4	0.4	6	1.2	61	0.5	94	0.6
SE	14	1.1	8	0.9	10	1.9	71	0.6	103	0.7
SI	4	0.3	3	0.3	1	0.2	39	0.3	47	0.3
SK	7	0.6	5	0.5	5	1.0	112	0.9	129	0.8
TR	27	2.2	7	0.8	9	1.7	221	1.7	264	1.7
UA	5	0.4	8	0.9	7	1.3	92	0.7	112	0.7
NMS	28	2.3	169	18.5	12	2.3	3,831	30.3	4,040	26.4
Total	1,235	100.0	912	100.0	520	100.0	12,639	100.0	15,306	100.0
%	8.1		6.0		3.4		82.6		100.0	

Table 29b: Graduates and Fellows by Nationality and Status – 31.12.2025

Nationality	FELL		GRAE		GRAF		GRAP		Grand Total	
	HC	%	HC	%	HC	%	HC	%	HC	%
AT			4	0.7	3	1.8	9	2.0	16	1.3
BE			5	0.9	3	1.8	13	2.9	21	1.7
BG			1	0.2	1	0.6			2	0.2
BR			3	0.5			3	0.7	6	0.5
CH	2	6.7	27	4.6	4	2.3	13	2.9	46	3.7
CY										
CZ			7	1.2	2	1.2	8	1.8	17	1.4
DE	3	10.0	45	7.7	28	16.4	40	8.9	116	9.4
DK			6	1.0			3	0.7	9	0.7
EE			4	0.7			1	0.2	5	0.4
ES	7	23.3	69	11.8	12	7.0	47	10.4	135	10.9
FI			5	0.9	4	2.3	6	1.3	15	1.2
FR	3	10.0	77	13.2	7	4.1	62	13.8	149	12.1
GB	1	3.3	57	9.8	7	4.1	40	8.9	105	8.5
GR	2	6.7	32	5.5	3	1.8	19	4.2	56	4.5
HR			3	0.5			4	0.9	7	0.6
HU	1	3.3	3	0.5			4	0.9	8	0.6
IE			1	0.2	1	0.6	1	0.2	3	0.2
IL					1	0.6			1	0.1
IN	2	6.7	29	5.0	4	2.3	12	2.7	47	3.8
IT	3	10.0	48	8.2	43	25.1	71	15.8	165	13.4
LT					2	1.2	2	0.4	4	0.3
LV			1	0.2			1	0.2	2	0.2
NL			15	2.6	5	2.9	5	1.1	25	2.0
NO			28	4.8	1	0.6	3	0.7	32	2.6
PK			5	0.9	2	1.2	3	0.7	10	0.8
PL	2	6.7	28	4.8	1	0.6	24	5.3	55	4.5
PT	1	3.3	26	4.5	5	2.9	16	3.6	48	3.9
RO			12	2.1	1	0.6	9	2.0	22	1.8
RS			11	1.9	1	0.6	11	2.4	23	1.9
SE	1	3.3	8	1.4	1	0.6	4	0.9	14	1.1
SI			3	0.5			1	0.2	4	0.3
SK	1	3.3	1	0.2	1	0.6	4	0.9	7	0.6
TR			17	2.9	1	0.6	9	2.0	27	2.2
UA			3	0.5	2	1.2			5	0.4
NMS	1	3.3			25	14.6	2	0.4	28	2.3
Total	30	100.0	584	100.0	171	100.0	450	100.0	1,235	100.0
%	2.4		47.3		13.8		36.4		100.0	

Table 30a: Users by Nationality and Experiment/Programme – 31.12.2025

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	16	34			1	13	7	8	4	1	7	91
BE	9	58		3	1	1	1	18	6	1	3	101
BG	6	34	12	6	6		1	13	2	3	3	86
BR	48	46	16	33	2	1	4	3	2	9	3	167
CH	59	48	6	23	16	3	2	3	13	10	22	205
CY	2	14		2		2		1	1			22
CZ	115	2	18	2	21	3		3	4	12	24	204
DE	361	197	113	83	91	42	30	94	68	16	61	1,156
DK	10	1	19	3	1		2	6	1		3	46
EE	1	13				4					3	21
ES	108	91	6	90	10	37	7	52	28	34	39	502
FI	4	40	6	1	1	7	1	10	2	1	7	80
FR	239	137	77	69	13	7	21	39	63	51	80	796
GB	295	98	17	115	20	9	9	63	15	53	28	722
GR	84	79	8	6	3	13		6	8	3	17	227
HR	5	23	7		2	2	1	1	2	3	3	49
HU	8	39	14		6		1	5			6	79
IE	8	7	1	11		2	1		1	1	3	35
IL	38	1			1		2			2	5	49
IN	83	200	106	21	12	10	10	12	10	9	9	482
IT	451	538	196	208	122	42	28	45	180	133	146	2,089
LT	4	17	1	7							5	34
LV		14					2	1				17
NL	51	10	20	42	1	3	2	3	7	2	7	148
NO	21	2	29	1				6			3	62
PK	26	38	3	1	3				1	1	1	74
PL	64	36	82	43	63	8	16	53	8	10	19	402
PT	30	14	1	4	12	8	2	16	14	11	8	120
RO	44	12	33	12	8	6		16	1	6	8	146
RS	14	28		4	6			1		3	5	61
SE	30	4	10	3			2	13		1	8	71
SI	25	3		6	1				4			39
SK	31	1	36	2	14		1	12	5	6	4	112
TR	48	108	7	4	4	1		6	4	5	34	221
UA	17	26	11	13	9			5	4		7	92
NMS	1,280	1,096	342	233	162	41	44	95	215	183	140	3,831
Total	3,635	3,109	1,197	1,051	612	265	197	609	673	570	721	12,639

Table 30b: Non-Member States Users by Nationality and Experiment/Programme
Top 10 Nationalities – 31.12.2025

Nationality	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	394	424	57	35	24	19	7	18	27	122	14	1,141
CN	223	145	60	116	12	10		12	130	18	16	742
RU	128	108	30	28	67	3	1	4	16	8	12	405
JP	123	7	41	2	19		13	4	20	4	32	265
KR	8	105	56	2	3		5	4	2	2	16	203
CA	91	11	2	2	4		11	4	2	5	11	143
MX	5	40	32	2	6			3	1	2	6	97
TW	20	30		4	2				2		1	59
ZA	31	1	14					12			1	59
GE	28	23	2		1	1						55
Total	1,051	894	294	191	138	33	37	61	200	161	109	3,169

Table 31a: Users by Country of Institute and Experiment/Programme – 31.12.2025

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	6	29	5			17	9	3	8		6	83
BE		97			3	4		43	5	1		153
BG		23	11		5			8	1		2	50
BR	38	53	17	31			3	3		7	2	154
CH	71	99		52	21	7	2	8	49	26	67	402
CY		14				3						17
CZ	131		25	2	33	4		3	5	16	31	250
DE	394	215	144	96	107	50	33	96	70	8	63	1,276
DK	10		24				3	6	1			44
EE		20			3	4					3	30
ES	97	83		80	9	37	4	54	32	29	40	465
FI		43	8			17		9	3	1	6	87
FR	256	126	86	99	7	7	27	51	61	63	85	868
GB	415	112	19	195	26	13	25	75	22	85	35	1,022
GR	43	44	1		2	11			5	1	4	111
HR		19	6		1	2				4	2	34
HU		47	16	4	6			2			7	82
IE	1	11		3								15
IL	60				1		1			4	8	74
IN		77	75		2			3			1	158
IT	308	426	197	177	114	34	27	37	161	110	129	1,720
LT		17		8							5	30
LV		17					2					19
NL	69	1	28	55	1	2	1		12	2	8	179
NO	34	1	39					8			4	86
PK	11	16	3									30
PL	57	33	88	48	74	8	20	46	5	2	18	399
PT	24	15			15	7		19	12	7	5	104
RO	39	5	29	9	7	6		17	1	2	6	121
RS	11	30			5			1		2	5	54
SE	46		14	3		5	2	15			16	101
SI	22			7				1	3			33
SK	21		29		7			12	3			72
TR	36	92	3		3			5	4	2	31	176
UA		11	5	7	1			2			1	27
NMS	1,435	1,333	325	175	159	27	38	82	210	198	131	4,113
Total	3,635	3,109	1,197	1,051	612	265	197	609	673	570	721	12,639

Table 31b: Non-Member States Users by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2025

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	728	866	83	54	36	22	2	29	64	178	21	2,083
CN	136	94	48	92	5			8	116	1	8	508
JP	123		42		18	1	10	4	19	2	35	254
RU	92	64	18		55	4		1		5	2	241
CA	128				5		21	13	3	3	22	195
KR		107	58		3		5	3			17	193
ZA	47		17					17			2	83
CL	34	4		3	12						12	65
MX		25	28		8				1		3	65
TW	15	30			3				4			52
Total	1,303	1,190	294	149	145	27	38	75	207	189	122	3,739

Table 32a: Users by Nationality over the last 10 Years (2016 – 2025)

Nationality	Year									
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
AT	96	107	99	100	86	80	89	98	94	91
BE	117	112	112	114	96	91	98	99	101	101
BG	78	82	78	72	64	66	74	79	83	86
BR									157	167
CH	193	197	200	204	194	196	201	207	192	205
CY	23	24	22	21	19	12	21	22	17	22
CZ	227	240	238	221	202	206	218	219	205	204
DE	1,206	1,235	1,255	1,208	1,107	1,048	1,104	1,146	1,132	1,156
DK	60	63	59	50	41	41	51	49	52	46
EE						13	20	20	19	21
ES	372	388	421	411	386	386	441	467	497	502
FI	103	98	98	72	71	67	79	78	80	80
FR	787	787	778	774	756	762	780	768	782	796
GB	671	706	746	736	673	645	656	681	728	722
GR	198	209	210	221	211	214	213	223	222	227
HR				46	42	39	46	45	52	49
HU	68	67	68	78	72	71	74	83	82	79
IE										35
IL	52	54	57	58	51	54	48	53	55	49
IN		332	354	370	327	327	374	431	469	482
IT	1,813	1,832	1,896	1,887	1,741	1,798	1,906	1,981	2,010	2,089
LT			38	31	23	22	23	25	27	34
LV						13	16	18	19	17
NL	154	154	166	169	154	148	158	153	149	148
NO	58	61	64	62	53	49	55	56	66	62
PK	54	62	66	63	59	52	67	63	75	74
PL	285	316	330	317	292	298	316	338	370	402
PT	106	109	106	97	86	98	111	120	123	120
RO	125	131	131	145	127	134	137	143	134	146
RS	43	51	50	49	46	46	42	48	52	61
SE	83	77	86	75	70	56	63	69	79	71
SI		32	30	33	30	32	36	37	40	39
SK	119	117	136	129	114	115	117	116	121	112
TR	160	164	152	164	157	156	160	171	190	221
UA	92	104	107	97	78	81	82	94	89	92
NMS	4,463	4,320	4,416	4,353	3,971	3,759	3,984	4,170	3,842	3,831
Total	11,806	12,231	12,569	12,427	11,399	11,175	11,860	12,370	12,405	12,639

Table 32b: Non-Member State Users by Nationality over the last 5 Years (2021 – 2025)
Top 10 Nationalities – 31.12.2025

Nationality	Year				
	2021	2022	2023	2024	2025
US	962	1,060	1,103	1,129	1,141
CN	481	542	636	718	742
RU	1,014	954	886	485	405
JP	214	234	230	243	265
KR	122	152	188	197	203
CA	126	137	142	146	143
MX	69	69	82	96	97
TW	34	45	53	55	59
ZA	36	32	38	49	59
GE	52	53	53	56	55
Total	3,110	3,278	3,411	3,174	3,169

Table 33a: Users by Country of Institute over the last 5 Years (2021 – 2025)

Country of Institute	Year				
	2021	2022	2023	2024	2025
AT	74	85	86	88	83
BE	122	129	129	142	153
BG	39	43	46	49	50
BR				141	154
CH	372	406	419	409	402
CY	10	15	14	12	17
CZ	227	244	252	250	250
DE	1,129	1,225	1,296	1,260	1,276
DK	42	49	47	50	44
EE	24	30	29	27	30
ES	328	383	413	448	465
FI	71	90	88	88	87
FR	811	844	842	856	868
GB	847	898	950	1,029	1,022
GR	133	119	112	101	111
HR	36	38	37	35	34
HU	69	73	80	84	82
IE					15
IL	67	64	74	75	74
IN	130	132	145	158	158
IT	1,423	1,527	1,609	1,656	1,720
LT	12	14	17	21	30
LV	11	16	21	22	19
NL	157	169	167	174	179
NO	69	79	77	88	86
PK	30	35	30	35	30
PL	278	305	322	363	399
PT	89	100	105	110	104
RO	105	109	113	110	121
RS	36	33	38	42	54
SE	88	103	106	103	101
SI	21	24	26	29	33
SK	66	70	67	72	72
TR	122	122	129	151	176
UA	26	25	27	27	27
NMS	4,111	4,262	4,457	4,100	4,113
Total	11,175	11,860	12,370	12,405	12,639

Table 33b: Non-Member State Users by Country of Institute over the last 5 Years (2021 – 2025)
Top 10 Countries of Institute – 31.12.2025

Country of Institute	Year				
	2021	2022	2023	2024	2025
US	1,757	1,902	2,007	2,101	2,083
RU	971	873	779	305	241
CN	314	333	414	472	508
JP	189	216	219	229	254
CA	189	199	206	203	195
KR	113	147	168	184	193
ZA	52	52	61	73	83
MX	48	49	56	66	65
TW	45	45	52	49	52
CL	23	34	45	58	65
Total	3,701	3,850	4,007	3,740	3,739

7 Family Situation

Table 34: Evolution in the Number of Members of the Personnel by Marital Status over the last 5 Years (2021 – 2025)

Marital Status*	Year	Personnel Member Code				Grand Total	
		MPE		MPA			
		HC	Δ %	HC	Δ %	HC	Δ %
Married	2021	1,841	-0.1	5,466	-3.9	7,307	-2.9
	2022	1,828	-0.7	5,499	0.6	7,327	0.3
	2023	1,821	-0.4	5,547	0.9	7,368	0.6
	2024	1,832	0.6	5,441	-1.9	7,273	-1.3
	2025	1,831	-0.1	5,860	7.7	7,691	5.7
Partnership	2021	406	5.2	162	13.3	568	7.4
	2022	416	2.5	217	34.0	633	11.4
	2023	441	6.0	289	33.2	730	15.3
	2024	505	14.5	405	40.1	910	24.7
	2025	606	20.0	504	24.4	1,110	22.0
Single	2021	1,212	4.3	7,106	-2.1	8,318	-1.2
	2022	1,314	8.4	7,662	7.8	8,976	7.9
	2023	1,406	7.0	8,051	5.1	9,457	5.4
	2024	1,548	10.1	7,962	-1.1	9,510	0.6
	2025	1,560	0.8	7,707	-3.2	9,267	-2.6

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

Table 35: Number of Members of the Personnel by Marital Status, Gender and Status – 31.12.2025

Marital Status*	Gender	MPE		MPA			Total
		Staff Members	Graduates and Fellows	MPA int. coll.	MPA exch. scient.	MPA training	
Married	F	340	43	957	43	9	1,392
	M	1,310	138	4,515	326	10	6,299
Partnership	F	70	81	115	2	17	285
	M	304	151	333	13	24	825
Single	F	204	247	1,767	51	143	2,412
	M	534	575	5,267	162	317	6,855
Total		2,762	1,235	12,954	597	520	18,068

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

Table 36: Evolution in the number of Employed Members of the Personnel receiving Family Allowance, in their Number of Dependent Children and Infants over the last 10 Years (2016 – 2025)

Year	Personnel receiving Family Allowance	Total No. of Dependent Children	No. of Infants (<3 Years)	Average Age of Dependent Children as at 31.12.
2016	2,190	2,925	405	11.0
2017	2,286	2,990	413	11.0
2018	2,358	3,054	414	11.2
2019	2,375	3,030	412	11.5
2020	2,346	2,937	359	11.8
2021	2,360	2,959	360	11.9
2022	2,347	2,911	357	12.1
2023	2,359	2,859	335	12.3
2024	2,434	2,837	328	12.4
2025	2,521	2,782	322	12.2

8 Arrivals and Departures

Table 37: Staff Members Arrivals and Departures by Professional Category – 31.12.2025

	Professional Category	Arrivals	Departures*
1	Research Physicists	13	14
2	Scientific & Eng. work	115	64
3	Technical work	36	34
4	Manual work	5	4
5a	Prof. Admin. work	17	14
5b/5c	Office and Admin. work	21	26
	Total	207	156

* Departures on 31.12.2025 are included in the total.

Figure 13: Staff Members Arrivals and Departures in 2025 by Professional Category

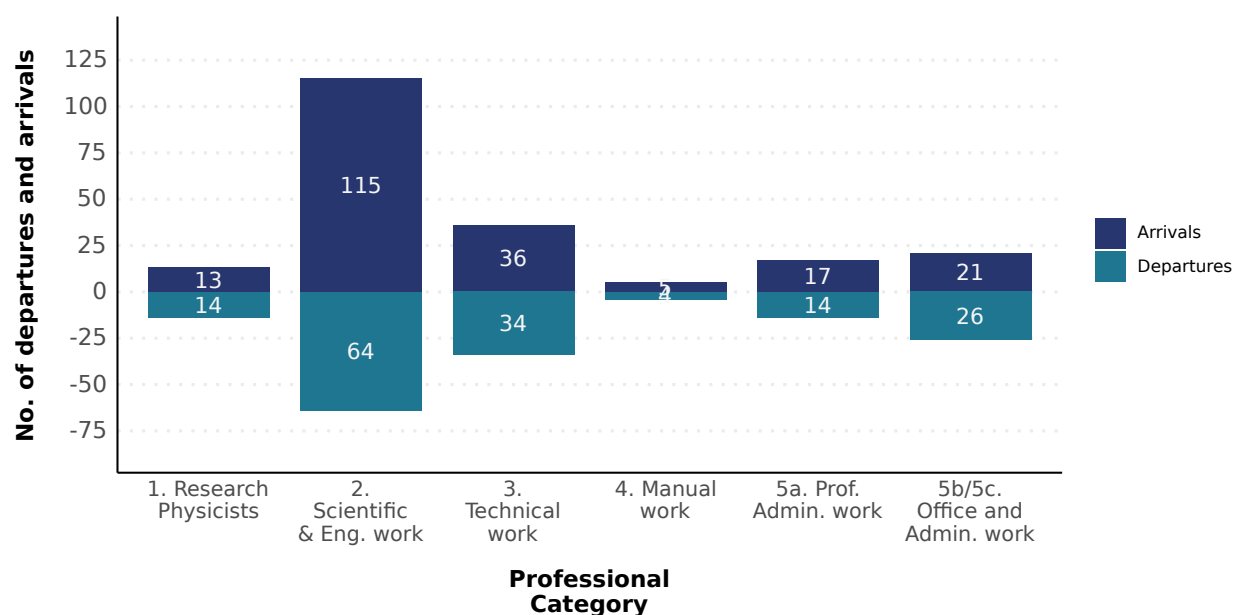


Table 38: Staff Members Arrivals and Departures in 2025 by Nationality

Nationality	Arrivals			Departures		
	HC	%	% of Staff of that Nationality as of 31.12	HC	%	% of Staff of that Nationality as of 31.12
AT	4	1.9	7.0	5	3.2	8.8
BE	3	1.4	3.1	2	1.3	2.0
CH	4	1.9	2.0	13	8.3	6.4
CZ	1	0.5	7.1			
DE	24	11.6	13.3	11	7.1	6.1
DK	1	0.5	6.7	2	1.3	13.3
ES	20	9.7	10.1	13	8.3	6.6
FI	3	1.4	10.3	1	0.6	3.4
FR	31	15.0	3.3	46	29.5	4.9
GB	41	19.8	18.7	11	7.1	5.0
GR	6	2.9	8.3	3	1.9	4.2
HR				2	1.3	200.0
HU	1	0.5	7.1			
IE				2	1.3	
IN	1	0.5	8.3	1	0.6	8.3
IT	29	14.0	8.7	19	12.2	5.7
NL	3	1.4	5.5	7	4.5	12.7
NO	2	1.0	10.5	1	0.6	5.3
PL	12	5.8	12.2	9	5.8	9.2
PT	4	1.9	6.1	4	2.6	6.1
RO	1	0.5	4.3	2	1.3	8.7
RS	2	1.0	28.6	1	0.6	14.3
SE	6	2.9	20.7	1	0.6	3.4
SK	3	1.4	15.0			
TR	3	1.4	42.9			
UA	2	1.0	33.3			
Total	207	100.0	7.5	156	100.0	5.6

Labour turnover = 5.66% of average strength.

Departures on 31.12.2025 are included in the total.

Table 39: Staff Member Departures in 2025 by Professional Category, Type of Contract and Reason for Leaving

Reason	Professional Category												Total		Grand Total
	1		2		3		4		5a		5b/5c				
	Research Physicists		Scientific & Eng. work		Technical work		Manual work		Prof. Admin. work		Office & Admin. work				
	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	
Resignation for personal reasons			2		1 1								3 1		4
Resignation for professional reasons	2		6		3				3		1		14 1		15
Retirement	5		25		9				6		7		52		52
Contract expirations	5		23		18		3		4		15		68		68
Mutual agreement	1		3 1		1		1		1		3		10 1		11
Death			1 2										1 2		3
Other	1		1		1								3		3
Total	8	6	35	29	23	11	4		8	6	18	8	96	60	156

Table 40: Staff Members Arrivals in 2025 by previous CERN Status

From	Professional Category						Total
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
Graduates and Fellows	5	50	10		6	4	75
MPA int. coll.	3	16	1			1	21
MPA exch. scient.	1						1
MPA training		1				1	2
No previous CERN status	4	48	25	5	11	15	108
Grand Total	13	115	36	5	17	21	207

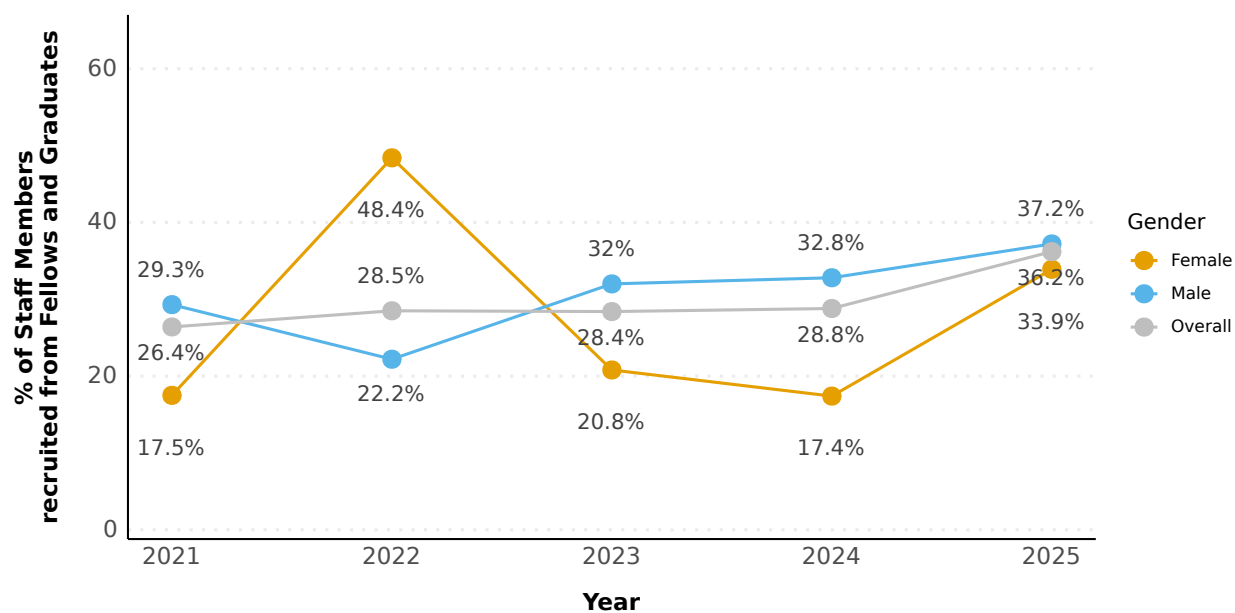
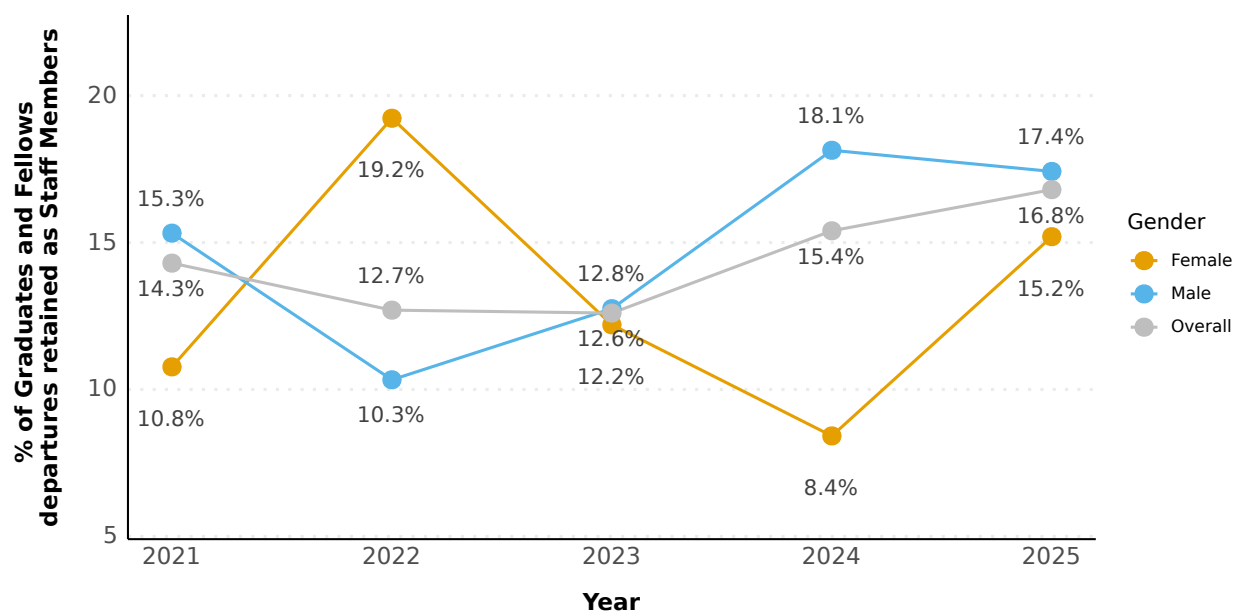
Figure 14: Staff Members recruited from Fellows and Graduates over the last 5 Years (2021 – 2025)

Figure 15: Graduates and Fellows Departures retained as Staff Members over the last 5 Years (2021 – 2025)**Table 41:** Evolution of Arrivals of Staff Members by Age Group over the last 10 Years (2016 – 2025)

Year		Age Range										Total
		≤25	26–30	31–35	36–40	41–45	46–50	51–55	56–60	61–65	>65	
2016	HC	6	36	51	24	5	5	1	2	2		132
	%	4.5	27.3	38.6	18.2	3.8	3.8	0.8	1.5	1.5		100.0
2017	HC	7	51	61	40	16	8	5	2			190
	%	3.7	26.8	32.1	21.1	8.4	4.2	2.6	1.1			100.0
2018	HC	7	36	56	31	23	4	2	1			160
	%	4.4	22.5	35.0	19.4	14.4	2.5	1.2	0.6			100.0
2019	HC	7	24	42	29	4	4	2				112
	%	6.2	21.4	37.5	25.9	3.6	3.6	1.8				100.0
2020	HC	5	28	38	23	8	5	2	3			112
	%	4.5	25.0	33.9	20.5	7.1	4.5	1.8	2.7			100.0
2021	HC	6	46	62	17	17	8	3	2	2		163
	%	3.7	28.2	38.0	10.4	10.4	4.9	1.8	1.2	1.2		100.0
2022	HC	4	34	44	29	10	3	1	5			130
	%	3.1	26.2	33.8	22.3	7.7	2.3	0.8	3.8			100.0
2023	HC	3	38	61	23	10	7	2	3	1		148
	%	2.0	25.7	41.2	15.5	6.8	4.7	1.4	2.0	0.7		100.0
2024	HC	6	45	66	28	18	8	5	1			177
	%	3.4	25.4	37.3	15.8	10.2	4.5	2.8	0.6			100.0
2025	HC	5	45	79	38	20	12	3	5			207
	%	2.4	21.7	38.2	18.4	9.7	5.8	1.4	2.4			100.0

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

Table 42: Average Age of Staff Members Arrivals by Professional Category over the last 5 Years (2021 – 2025)

Year	Professional Category						Average Age*
	1	2	3	4	5a	5b/5c	
	Research Physicists	Scientific & Eng. work	Technical work	Manual work	Prof. Admin. work	Office & Admin. work	
2021	38.4	33.5	33.4	42.0	40.6	34.2	34.6
2022	33.2	34.8	34.0	35.4	39.5	35.4	34.8
2023	34.0	33.8	33.6	38.0	42.9	33.7	34.5
2024	37.2	33.7	33.9	37.0	35.9	36.1	34.7
2025	39.7	34.8	33.6	35.4	39.2	33.8	35.1

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

9 Staff Recruitment

Table 43: Staff Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied			Invited			Hired			Refused Offer			Success Rate *
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	%
AT	19	40	59	2	3	5	1	1	2				3.4
BE	51	141	192	3	11	14		2	2				1.0
BG	30	50	80	2	1	3							0.0
BR	97	148	245	3	3	6				1		1	0.0
CH	624	654	1,278	13	14	27	1	2	3	1		1	0.2
CY	6	21	27										0.0
CZ	34	73	107	4	7	11	1	1	2				1.9
DE	133	418	551	18	46	64	6	15	21	1		1	3.8
DK	12	39	51		2	2		2	2				3.9
EE	13	14	27		1	1							0.0
ES	320	853	1,173	23	38	61	7	11	18	1		1	1.5
FI	32	99	131	3	9	12	1	2	3				2.3
FR	1,338	2,668	4,006	28	86	114	11	24	35				0.9
GB	173	627	800	24	80	104	9	33	42	1		1	5.2
GR	187	355	542	9	15	24	1	4	5				0.9
HR	33	54	87	1	2	3							0.0
HU	56	80	136	2	8	10							0.0
IE		1	1										0.0
IL	10	30	40	1		1							0.0
IN	505	1,944	2,449	11	12	23		1	1	1		1	0.0
IT	515	1,318	1,833	19	61	80	7	26	33	1		1	1.8
LT	19	30	49										0.0
LV	24	14	38		2	2		1	1				2.6
NL	38	112	150		12	12		2	2				1.3
NO	33	97	130	3	7	10	2	2	4				3.1
PK	84	896	980	1	9	10	1	1	2				0.2
PL	136	236	372	10	21	31	7	8	15				4.0
PT	154	324	478		13	13		7	7				1.5
RO	157	211	368	10	8	18	2		2	1		1	0.5
RS	39	67	106	4	7	11	2	2	4				3.8
SE	96	235	331	6	13	19	1	5	6				1.8
SI	6	18	24							1		1	0.0
SK	29	49	78	1	6	7		3	3				3.8
TR	127	451	578	3	9	12	1	2	3				0.5
UA	100	76	176	1	3	4	1		1				0.6
NMS	1,134	2,448	3,582		1	1							0.0
Total	6,364	14,891	21,255	205	510	715	62	157	219	5	4	9	1.0

* The success rate for Staff Members is defined as the ratio between the number of Hired and Applied.

Figure 16: Proportion of Female Staff Applicants by Professional Category and Application Status in 2025

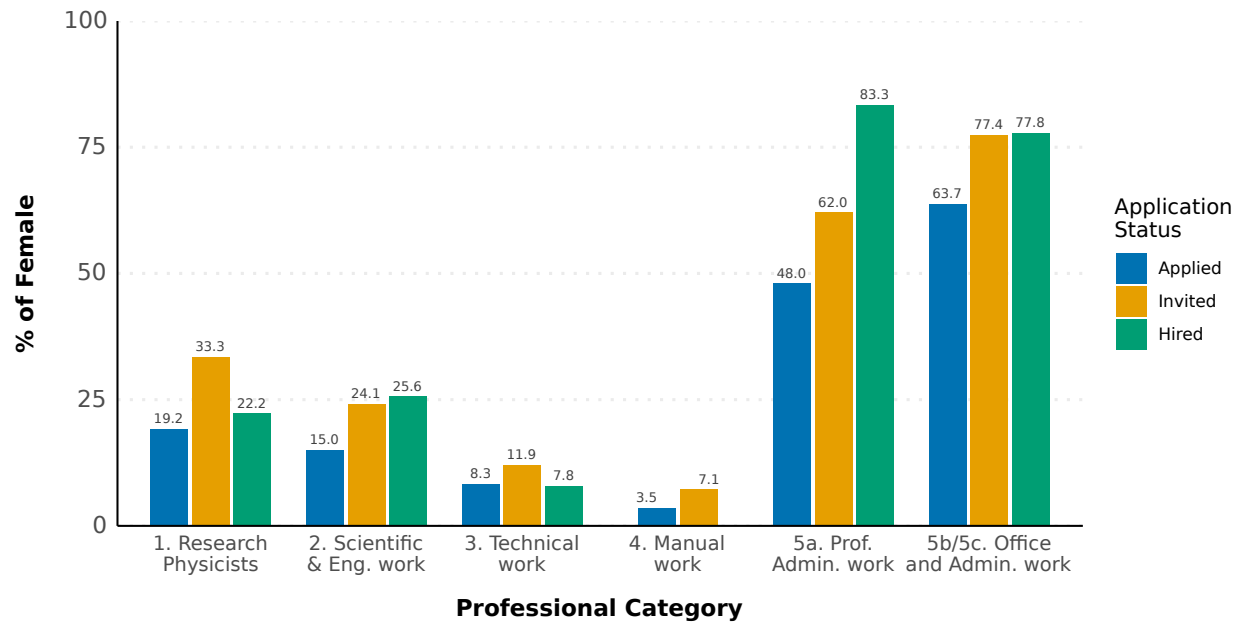


Table 44: Staff Applicants by Professional Category, Application Status and Gender in 2025

Professional Category		Application Status					
		Applied			Hired		
		F	M	Total	F	M	Total
		(%)	(%)	HC	(%)	(%)	HC
1	Research Physicists	19.2	80.8	657	22.2	77.8	9
2	Scientific & Eng. work	15.0	85.0	8,337	25.6	74.4	125
3	Technical work	8.3	91.7	4,352	7.8	92.2	51
4	Manual work	3.5	96.5	537		100.0	4
5a	Prof. Admin. work	48.0	52.0	2,805	83.3	16.7	12
5b/5c	Office and Admin. work	63.7	36.3	5,490	77.8	22.2	18

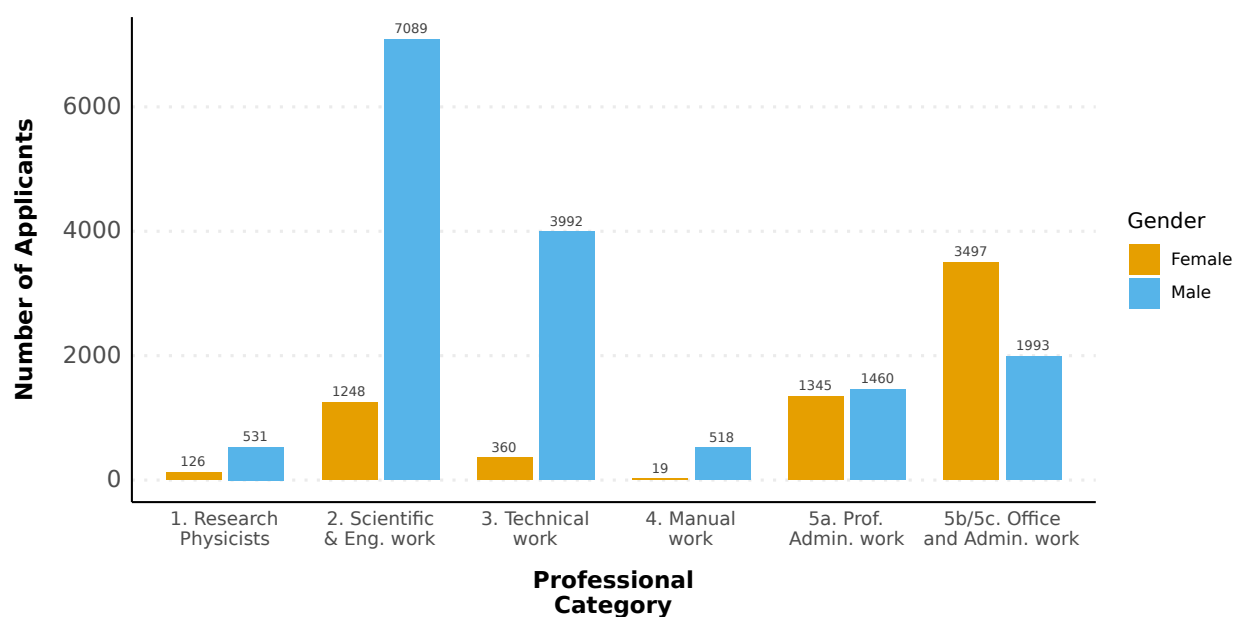
Figure 17: Number of Applicants by Professional Category and Gender in 2025

Table 45: Return on Staff Hires by Nationality in 2025

Nationality	Hired		Contribution	Return on Hired
	HC	%	%	%
AT	2	0.9	2.1	42.6
BE	2	0.9	2.7	33.7
BG			0.4	0.0
BR			0.8	0.0
CH	3	1.4	3.7	36.9
CY			0.1	0.0
CZ	2	0.9	1.2	78.2
DE	21	9.6	20.1	47.8
DK	2	0.9	1.9	49.0
EE			0.2	0.0
ES	18	8.2	6.6	124.3
FI	3	1.4	1.3	106.3
FR	35	16.0	12.4	129.2
GB	42	19.2	14.6	131.2
GR	5	2.3	1.0	236.9
HR			0.1	0.0
HU			0.7	0.0
IE				0.0
IL			2.3	0.0
IN	1	0.5	1.4	31.6
IT	33	15.1	9.4	160.0
LT			0.1	0.0
LV	1	0.5	0.1	543.2
NL	2	0.9	4.7	19.4
NO	4	1.8	2.4	75.3
PK	2	0.9	0.2	564.0
PL	15	6.8	3.1	221.6
PT	7	3.2	1.1	302.0
RO	2	0.9	1.3	69.3
RS	4	1.8	0.3	644.2
SE	6	2.7	2.6	105.1
SI			0.2	0.0
SK	3	1.4	0.5	265.2
TR	3	1.4	0.4	350.6
UA	1	0.5	0.1	560.1
NMS				0.0
Total	219	100.0	100.0	

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

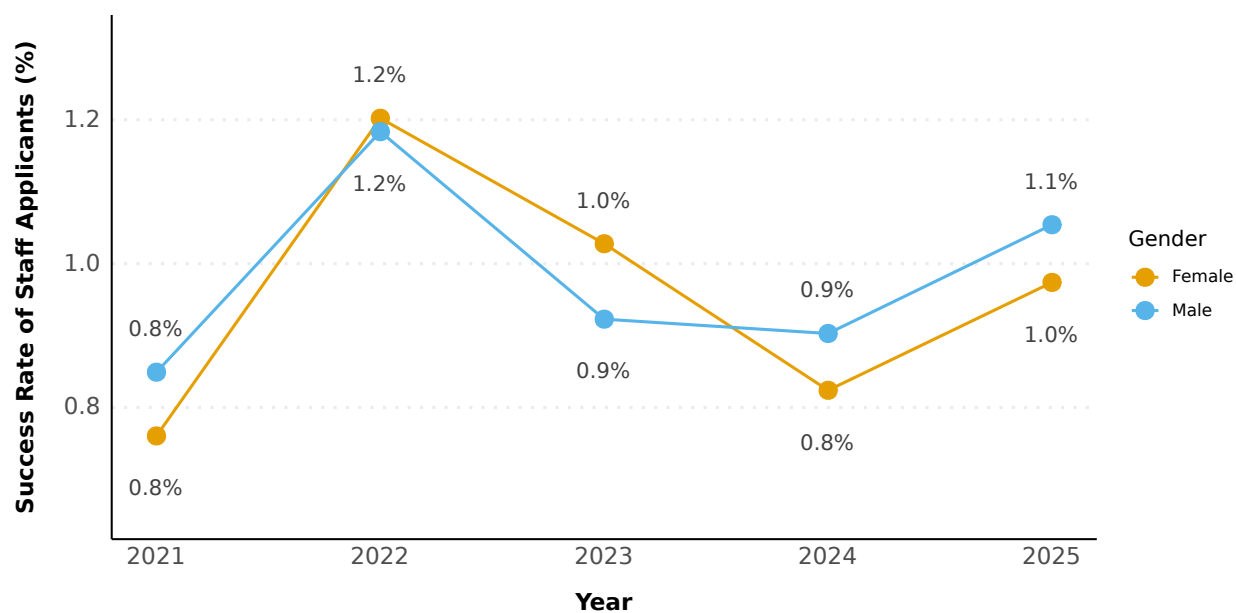
Table 46: Staff Member Hires by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT	2	4	2	2	2	12
BE	5	5	6	1	2	19
BG	1			1		2
BR						0
CH	2	3	9	10	3	27
CY	1		1			2
CZ	2	2	2	4	2	12
DE	7	5	5	18	21	56
DK			1		2	3
EE				1		1
ES	11	17	20	19	18	85
FI	4	2	1	3	3	13
FR	38	32	43	37	35	185
GB	16	15	13	24	42	110
GR	8	3	8	4	5	28
HR	1					1
HU	1			3		4
IE						0
IL		2				2
IN	1	4	2	1	1	9
IT	17	14	19	10	33	93
LT			1			1
LV		1	3		1	5
NL	3	5	2	2	2	14
NO	1	2	4	4	4	15
PK		2	1		2	5
PL	8	6	11	7	15	47
PT	6	5	7	6	7	31
RO	4	3	2		2	11
RS				2	4	6
SE	3	3	1	3	6	16
SI						0
SK	1		1	2	3	7
TR	2	2	3		3	10
UA	1		2	1	1	5
NMS	2	1	1	2		6
Total	148	138	171	167	219	843

Table 47: Staff Vacancies Published and Filled during 2025

	Total
Vacancies published in 2025	213
Vacancies filled in 2025 *	197
Vacancies republished in 2025	14

* Vacancies filled in 2025 include vacancies published in 2024 and 2025.

Figure 18: Evolution in the Success Rate of Staff Applicants by Gender over the last 5 years (2021-2025).

10 Fellows and Graduates Recruitment

Table 48: Graduate Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	22	57	79		7	7				8.9
BE	29	169	198		9	9	1		1	4.5
BG	23	40	63	1	1	2				3.2
BR	68	151	219	4	4	8				3.7
CH	200	636	836	7	16	23	1	3	4	2.8
CY	11	29	40							0.0
CZ	12	71	83		8	8		1	1	9.6
DE	135	501	636	13	55	68	1	4	5	10.7
DK	16	72	88	1	6	7		1	1	8.0
EE	5	6	11	1		1				9.1
ES	271	967	1,238	9	40	49				4.0
FI	33	77	110	1	6	7				6.4
FR	545	1,868	2,413	17	29	46	2	1	3	1.9
GB	317	1,658	1,975	23	47	70	3	2	5	3.5
GR	144	358	502	8	10	18	1	1	2	3.6
HR	24	36	60	2	1	3	1		1	5.0
HU	28	75	103	2	3	5		1	1	4.9
IE	1	2	3							0.0
IL	7	26	33		1	1				3.0
IN	697	2,476	3,173	5	15	20	1	3	4	0.6
IT	448	1,678	2,126	23	52	75	2	1	3	3.5
LT	2	25	27	1	1	2		1	1	7.4
LV	7	20	27	1		1				3.7
NL	33	136	169	2	13	15		1	1	8.9
NO	28	107	135	5	17	22				16.3
PK	120	525	645	3	2	5				0.8
PL	88	228	316	8	13	21	1	1	2	6.6
PT	111	406	517	5	9	14				2.7
RO	59	164	223	5	5	10				4.5
RS	33	61	94	4	8	12				12.8
SE	37	110	147	2	7	9				6.1
SI	5	11	16		1	1				6.2
SK	20	45	65	3	2	5	1		1	7.7
TR	217	421	638	8	7	15				2.4
UA	31	40	71	1	3	4				5.6
NMS	39	73	112	8	8	16	2	1	3	14.3
Total	3,866	13,325	17,191	173	406	579	16	23	39	3.4

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

** The success rate for Graduates is defined as the ratio between the number of Offered and Applied.

Table 49: Return on Graduate Offers by Nationality in 2025

Nationality	Offered		Contribution	Return on Offered
	HC	%	%	%
AT	7	1.2	2.1	56.3
BE	9	1.6	2.7	57.4
BG	2	0.3	0.4	89.6
BR	8	1.4	0.8	171.3
CH	23	4.0	3.7	107.0
CY			0.1	0.0
CZ	8	1.4	1.2	118.4
DE	68	11.7	20.1	58.5
DK	7	1.2	1.9	64.8
EE	1	0.2	0.2	107.1
ES	49	8.5	6.6	128.0
FI	7	1.2	1.3	93.8
FR	46	7.9	12.4	64.2
GB	70	12.1	14.6	82.7
GR	18	3.1	1.0	322.5
HR	3	0.5	0.1	657.2
HU	5	0.9	0.7	121.9
IE				0.0
IL	1	0.2	2.3	7.6
IN	20	3.5	1.4	238.8
IT	75	13.0	9.4	137.5
LT	2	0.3	0.1	438.1
LV	1	0.2	0.1	205.5
NL	15	2.6	4.7	55.0
NO	22	3.8	2.4	156.7
PK	5	0.9	0.2	533.3
PL	21	3.6	3.1	117.4
PT	14	2.4	1.1	228.5
RO	10	1.7	1.3	131.1
RS	12	2.1	0.3	730.9
SE	9	1.6	2.6	59.6
SI	1	0.2	0.2	69.5
SK	5	0.9	0.5	167.2
TR	15	2.6	0.4	663.1
UA	4	0.7	0.1	847.4
NMS	16	2.8		0.0
Total	579	100.0	100.0	

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

Table 50: Fellow and Graduate Offers by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT	5	5	6	5	7	28
BE	4	5	5	10	9	33
BG	2	3	2		2	9
BR				5	8	13
CH	10	11	13	23	23	80
CY	2	1				3
CZ	4	9	5	6	8	32
DE	30	37	25	55	68	215
DK	3	3	5	2	7	20
EE		1	4	1	1	7
ES	53	55	54	51	49	262
FI	4	3	4	5	7	23
FR	46	47	67	59	46	265
GB	33	26	45	44	70	218
GR	29	36	32	17	18	132
HR	2	1	2	5	3	13
HU	4	3	3	5	5	20
IE						0
IL	2		3	1	1	7
IN	14	18	24	14	20	90
IT	58	66	68	74	75	341
LT	2		3	1	2	8
LV		1	1	2	1	5
NL	3	6	5	15	15	44
NO	7	5	14	6	22	54
PK	3	4	12		5	24
PL	26	34	20	22	21	123
PT	19	23	25	19	14	100
RO	9	4	4	12	10	39
RS	3	3	8	6	12	32
SE	7	5	3	6	9	30
SI	2		2	2	1	7
SK	6	8	3	4	5	26
TR	5	6	11	8	15	45
UA	4	1	3	3	4	15
NMS	19	20	15	22	16	92
Total	420	450	496	510	579	2,455

– Fellows were selected until August 2022.

11 Students Recruitment

Table 51: Technical Student Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	5	9	14	1	2	3				21.4
BE	9	27	36		5	5	1	1		13.9
BG	5	12	17							0.0
BR	74	229	303	4	7	11				3.6
CH	15	49	64		1	1				1.6
CY	4	10	14							0.0
CZ	5	42	47		6	6				12.8
DE	39	175	214	7	20	27		2	2	12.6
DK	7	63	70	2	5	7	1		1	10.0
EE	3	4	7							0.0
ES	60	184	244	2	7	9		2	2	3.7
FI	11	43	54		3	3				5.6
FR	92	458	550	2	3	5				0.9
GB	249	937	1,186	8	19	27	2	2	4	2.3
GR	55	136	191	6	6	12		1	1	6.3
HR	5	5	10	1		1	1		1	10.0
HU	4	19	23	2	2	4				17.4
IE										0.0
IL	1	7	8							0.0
IN	834	2,213	3,047		8	8				0.3
IT	88	314	402	3	11	14	1		1	3.5
LT	3	6	9	1		1	1		1	11.1
LV	2	9	11	1		1	1		1	9.1
NL	15	77	92	2	6	8	1		1	8.7
NO	21	79	100	6	9	15	1		1	15.0
PK	227	712	939		4	4		1	1	0.4
PL	33	86	119	4	7	11		2	2	9.2
PT	10	47	57	1	3	4				7.0
RO	34	68	102	1	3	4	1		1	3.9
RS	24	20	44	2	2	4	1		1	9.1
SE	18	46	64	3	3	6				9.4
SI		4	4							0.0
SK	2	15	17		3	3				17.6
TR	165	212	377	6	4	10	1		1	2.7
UA	19	31	50	2	2	4				8.0
NMS	5	4	9							0.0
Total	2,143	6,352	8,495	67	151	218	12	11	23	2.6

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

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 52: Technical Student Offers by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT	2	3	2	2	3	12
BE	1			3	5	9
BG	1	2				3
BR				2	11	13
CH		2	2	2	1	7
CY	2					2
CZ	4	8	6	5	6	29
DE	20	16	27	28	27	118
DK	1	2	2	5	7	17
EE	5	3	1			9
ES	16	6	10	6	9	47
FI	4	3			3	10
FR	9	5	8	5	5	32
GB	13	5	8	4	27	57
GR	16	13	14	12	12	67
HR			1	1	1	3
HU	3	1	5	1	4	14
IE						0
IL						0
IN	7	4	15	5	8	39
IT	25	15	27	19	14	100
LT			1	1	1	3
LV	1				1	2
NL	4	7	7	7	8	33
NO	12	10	11	3	15	51
PK	2	1	1		4	8
PL	18	12	17	9	11	67
PT	3	2	7	2	4	18
RO	2	5	2	1	4	14
RS	3	5	2	3	4	17
SE	3	3		3	6	15
SI		1	1			2
SK	3	1	3		3	10
TR	3	2	2	4	10	21
UA	2	3	3	4	4	16
NMS						0
Total	185	140	185	137	218	865

Table 53: Doctoral Student Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	3	9	12		5	5	1		1	41.7
BE	3	4	7	1	1	2				28.6
BG										0.0
BR	7	6	13	1	2	3				23.1
CH		3	3		1	1				33.3
CY										0.0
CZ	3	9	12	1	3	4				33.3
DE	4	27	31	3	5	8				25.8
DK										0.0
EE		1	1							0.0
ES	5	26	31		5	5				16.1
FI	2	5	7		1	1				14.3
FR	7	34	41	1	5	6				14.6
GB	8	6	14	2	3	5	1		1	35.7
GR	13	16	29	6	2	8				27.6
HR		2	2							0.0
HU	3	3	6	2		2	1		1	33.3
IE										0.0
IL		1	1							0.0
IN	40	59	99	2		2				2.0
IT	8	60	68	2	19	21				30.9
LT										0.0
LV		1	1							0.0
NL	1	3	4	1	1	2				50.0
NO	1	3	4	1	2	3				75.0
PK	34	86	120							0.0
PL	3	6	9		2	2				22.2
PT		8	8							0.0
RO	1	2	3							0.0
RS		2	2		1	1				50.0
SE	1	2	3	1	1	2				66.7
SI	1		1							0.0
SK		8	8		4	4				50.0
TR	10	10	20		1	1				5.0
UA										0.0
NMS	16	34	50	2	5	7				14.0
Total	174	436	610	26	69	95	2	1	3	15.6

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

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 54: Doctoral Student Offers by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT	8	2	10	3	5	28
BE	4		1	1	2	8
BG	1		1	1		3
BR				1	3	4
CH	2	1	2		1	6
CY						0
CZ	3		4	1	4	12
DE	8	12	13	7	8	48
DK	1		1	1		3
EE						0
ES	9	2	5	6	5	27
FI				1	1	2
FR	5	4	3	1	6	19
GB	4	3	2		5	14
GR	5	2	8	3	8	26
HR	1					1
HU		2	1	1	2	6
IE						0
IL						0
IN		2	4	4	2	12
IT	54	30	25	47	21	177
LT						0
LV	2	1		1		4
NL	1	1	4	1	2	9
NO		2	5		3	10
PK		1				1
PL	5	7	2	1	2	17
PT	2	4	3	2		11
RO	3	1	3			7
RS		2			1	3
SE		3			2	5
SI			1			1
SK				1	4	5
TR			2		1	3
UA						0
NMS	1		7	6	7	21
Total	119	82	107	90	95	493

Table 55: Summer Student Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	14	19	33	2	1	3				9.1
BE	8	25	33	2	1	3				9.1
BG	8	11	19	1	1	2				10.5
BR	72	121	193	1	5	6				3.1
CH	6	28	34	1	3	4				11.8
CY	13	10	23	3	1	4				17.4
CZ	3	26	29	1	2	3				10.3
DE	34	99	133	6	19	25	1	1	2	18.8
DK	9	18	27	3	3	6				22.2
EE		4	4		3	3		1	1	75.0
ES	103	271	374	4	4	8				2.1
FI	8	18	26	1	5	6		1	1	23.1
FR	42	160	202	10	8	18	2	1	3	8.9
GB	139	387	526	5	12	17				3.2
GR	46	85	131	3	2	5				3.8
HR	8	25	33		3	3				9.1
HU	9	16	25	3	1	4		1	1	16.0
IE										0.0
IL	11	21	32	2	1	3				9.4
IN	1,420	3,247	4,667	1	4	5				0.1
IT	78	245	323	2	7	9				2.8
LT	6	10	16	1	1	2				12.5
LV	3	10	13	2	2	4				30.8
NL	12	21	33	3	7	10				30.3
NO	2	23	25	1	4	5				20.0
PK	290	858	1,148	1	2	3				0.3
PL	30	65	95		6	6		1	1	6.3
PT	20	46	66	3	1	4				6.1
RO	15	43	58	2	2	4				6.9
RS	9	7	16	1	1	2				12.5
SE	22	57	79		3	3				3.8
SI	1	5	6	1	1	2				33.3
SK	8	21	29	1	2	3				10.3
TR	128	172	300	3		3				1.0
UA	26	28	54	2		2				3.7
NMS	1,432	2,888	4,320	70	90	160		1	1	3.7
Total	4,035	9,090	13,125	142	208	350	3	7	10	2.7

* The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 56: Summer Student Offers by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT	3	3	3	3	3	15
BE	3	3	3	4	3	16
BG	2	4	2	2	2	12
BR					6	6
CH	5	4	4	4	4	21
CY	2	5	4	4	4	19
CZ	2	4	7	3	3	19
DE	21	20	21	22	25	109
DK	3	6	6	6	6	27
EE		3	2	2	3	10
ES	11	10	9	13	8	51
FI	2	3	4	3	6	18
FR	14	15	14	14	18	75
GB	16	16	16	17	17	82
GR	5	6	4	2	5	22
HR	2	2	2	2	3	11
HU	3	2	3	2	4	14
IE						0
IL	1	3	4	3	3	14
IN	8	10	8	5	5	36
IT	13	14	14	13	9	63
LT	1	2	2	2	2	9
LV		4	5	4	4	17
NL	6	5	10	9	10	40
NO	2	3	3	3	5	16
PK	3	2	4	2	3	14
PL	6	6	5	9	6	32
PT	7	4	4	5	4	24
RO	4	4	6	5	4	23
RS	2	3	4	2	2	13
SE	4	3	3	4	3	17
SI	1	2	4	2	2	11
SK	1	3	2	3	3	12
TR	3	5	3	4	3	18
UA	2	19	6	5	2	34
NMS	134	134	157	157	160	742
Total	292	332	348	340	350	1,662

Table 57: Administrative Student Applicants by Application Status, Nationality and Gender in 2025

Nationality	Applied *			Offered			Refused Offer			Success Rate **
	F	M	Total	F	M	Total	F	M	Total	%
AT	2	2	4	1		1				25.0
BE	3	4	7							0.0
BG	4	3	7							0.0
BR	29	9	38	1	1	2				5.3
CH	31	15	46	2	1	3				6.5
CY		2	2							0.0
CZ	28	13	41	2		2				4.9
DE	25	17	42							0.0
DK	1		1							0.0
EE	2		2							0.0
ES	38	21	59	1		1				1.7
FI	9	9	18	1		1				5.6
FR	102	80	182	1	3	4				2.2
GB	75	99	174	4	2	6				3.4
GR	14	12	26	1		1				3.8
HR	2	1	3							0.0
HU	5	2	7							0.0
IE										0.0
IL	2	2	4							0.0
IN	221	258	479							0.0
IT	83	78	161	2		2				1.2
LT	2	3	5							0.0
LV	2		2							0.0
NL	9	4	13	2		2				15.4
NO	11	9	20							0.0
PK	221	180	401		1	1				0.2
PL	9	2	11							0.0
PT	12	7	19							0.0
RO	15	9	24							0.0
RS	4	2	6							0.0
SE	3	3	6							0.0
SI	1	1	2							0.0
SK	12	3	15							0.0
TR	103	58	161	1		1				0.6
UA	14	4	18							0.0
NMS	1	3	4							0.0
Total	1,095	915	2,010	19	8	27	0	0	0	1.3

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

** The success rate for Students is defined as the ratio between the number of Offered and Applied.

Table 58: Administrative Student Offers by Nationality over the last 5 Years (2021 – 2025)

Nationality	Year					Total
	2021	2022	2023	2024	2025	
AT		1		1	1	3
BE				1		1
BG						0
BR					2	2
CH	1	3	2	3	3	12
CY						0
CZ	1	2	2	1	2	8
DE	4	1	1	1		7
DK						0
EE						0
ES	4	1	3	6	1	15
FI		1	1		1	3
FR	5	3	7	5	4	24
GB	2	5	5	5	6	23
GR	2	4	2		1	9
HR	1			1		2
HU						0
IE						0
IL						0
IN		2	2	1		5
IT	4	4	6	4	2	20
LT						0
LV						0
NL			1		2	3
NO	1		4			5
PK	1	3	2		1	7
PL	1	2	2			5
PT	2	1	1			4
RO	2		4	2		8
RS			1	1		2
SE				1		1
SI						0
SK	1					1
TR	1		1		1	3
UA		2	2	2		6
NMS						0
Total	33	35	49	35	27	179

Annex

Participants to an Experiment (PART)

PART are not Members of the Personnel.

Table 59a: Participants by Country of Institute and Experiment/Programme – 31.12.2025

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
AT	3	13	4					9			56	85
BE		34						24			5	63
BG		12						6			4	22
BR	66	44	19	29				4			4	166
CH	16	125	5	33				4			65	248
CY		6									2	8
CZ	35		14	1				3			21	74
DE	263	175	107	42				46			218	851
DK	5		16					1			3	25
EE		3									1	4
ES	48	21		25				10			73	177
FI		43	11					9			19	82
FR	96	50	24	24				26			108	328
GB	124	65	14	45				33			85	366
GR	25	26	3					4			8	66
HR		13	6					2			6	27
HU		19	6	13				2			4	44
IE	1	1		1								3
IL	30							1			11	42
IN		143	59					3			5	210
IT	99	135	55	25				9			194	517
LT		11		6							5	22
LV		2						2				4
NL	21	5	24	28				4			10	92
NO	26	2	24					5			2	59
PK	6	41	7									54
PL	25	10	70	9				15			44	173
PT	20	2						11			18	51
RO	22		9	5				8			13	57
RS	3	16						2			6	27
SE	22		4					8			11	45
SI	12										3	15
SK	2		6					4				12
TR	13	50						1			22	86
UA		7	1	16							1	25
NMS	1,058	1,508	269	252				55			383	3,525
Total	2,041	2,582	757	554				311			1,410	7,655

Table 59b: Non-Member States Participants by Country of Institute and Experiment/Programme
Top 10 Countries of Institute – 31.12.2025

Country of Institute	Experiment/Programme											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRINO	OTHER	
US	523	996	54	26				18			150	1,767
CN	156	190	65	189				3			63	666
JP	45		36					6			78	165
CA	87							8			23	118
ZA	62		19					10				91
KR		46	27					4			9	86
RU	45	12	11					3			11	82
MX		34	28								10	72
TW	11	35									13	59
CL	22	7		1							4	34
Total	951	1,320	240	216				52			361	3,140

Departments / Units / Sectors

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

Professional Categories

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

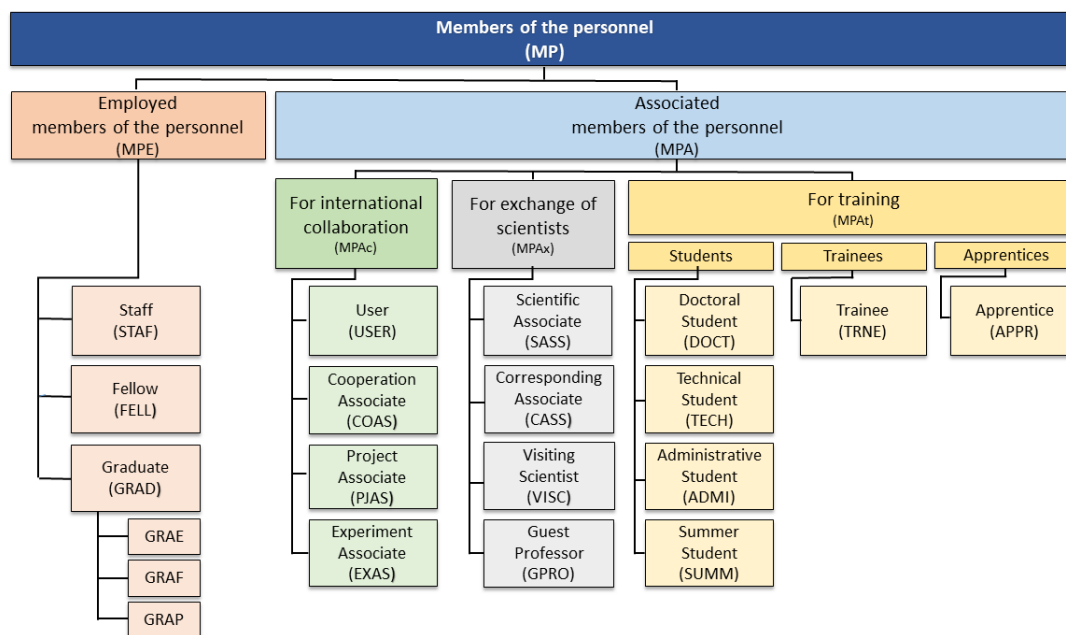
CERN Statuses

Code	Description
ADMI	Administrative Student
APPR	Apprentice
CASS	Corresponding Associate
COAS	Cooperation Associate
DOCT	Doctoral Student
EXAS	Experiment Associate
FELL	Fellow
GPRO	Guest Professor
GRAE	Early Career Graduate
GRAF	Research Fellow
GRAP	Experienced Project Graduate
PJAS	Project Associate
SASS	Scientific Associate
STAF	Staff Member
SUMM	Summer Student
TECH	Technical Student
TRNE	Trainee
USER	User
VISC	Visiting Scientist

Types of Staff Contracts

Code	Description
LD	Limited Duration Contract
IC	Indefinite Contract

Groupings of the Personnel



Benchmark Jobs List

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

Benchmark Jobs

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

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

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

Nationalities

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