EQUAL OPPORTUNITIES
AT CERN

ACCU

December 2000
Equal Opportunities 2000

Background

- 5 - Yearly Review  Staff Rules & Regulations 1995
  - Sub - group of Standing Concertation Committee
  - Report on ‘Situation of Women at CERN’
  - Recommendations
  - Modification of certain articles
  - Part-time function of Equal Opportunities Officer
    - monitor / advise management & staff
    - annual report to Management Board
Equal Opportunities 2000

Gender distribution

<table>
<thead>
<tr>
<th>Count of IDENT</th>
<th>JOB_CAT</th>
<th>GENDER</th>
<th>1</th>
<th>2</th>
<th>2xx (other)</th>
<th>3</th>
<th>4</th>
<th>5a</th>
<th>5b</th>
<th>5c</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>F</td>
<td>11</td>
<td>13</td>
<td>30</td>
<td>27</td>
<td>43</td>
<td>18</td>
<td>31</td>
<td>200</td>
<td>54</td>
</tr>
<tr>
<td></td>
<td></td>
<td>M</td>
<td>84</td>
<td>269</td>
<td>216</td>
<td>394</td>
<td>903</td>
<td>280</td>
<td>92</td>
<td>47</td>
<td>23</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Grand Total</td>
<td>95</td>
<td>282</td>
<td>246</td>
<td>421</td>
<td>946</td>
<td>298</td>
<td>123</td>
<td>247</td>
<td>77</td>
</tr>
<tr>
<td>% of Fin cat.</td>
<td></td>
<td>11.58</td>
<td>4.61</td>
<td>12.20</td>
<td>6.41</td>
<td>4.55</td>
<td>6.04</td>
<td>25.20</td>
<td>8.097</td>
<td>7.013</td>
<td>15.61</td>
</tr>
<tr>
<td>% of Gd Total</td>
<td></td>
<td>3.47</td>
<td>10.31</td>
<td>8.99</td>
<td>15.39</td>
<td>34.59</td>
<td>10.90</td>
<td>450</td>
<td>9.03</td>
<td>2.82</td>
<td>10.000</td>
</tr>
</tbody>
</table>

Job Categories
1: Experimental./Theoretical physics
211: Applied physics
208: Computing (Engineers)
214: Computing (Physicists)
216: Computing (Mathematicians)
3: Technical work
4: Manual work, crafts and trades
5a: Admin. Work
5b: Office and admin. Work
5c: Office work
Gender Distribution

- **15.6 %** Total Staff (427 W / 2308 M)
- **9.5 %** Staff in CP VII and above (111 W / 1057 M)
- **4.4 %** Staff in CP VIII (14 W / 306 M)
- **5.3 %** Hierarchical positions
  - 6 Group Leaders
  - 8 Deputy Group Leaders
  - 13 Section Leaders
- **0.9 %** Staff in CP IX (2 W / 226 M)
- **0 %** CERN Directorate & Management Board
Equal Opportunities 2000
The widening gender gap at CERN

EO/SDC/ACCU - December 2000
Equal Opportunities Programme

1) Awareness - Policy & Practice
2) Recruitment & Career Development
3) Work Environment
4) Work / Life Balance

Equal Opportunities Advisory Panel
8 members - appointed by Director General - 1998

EO/SDC/ACCU - December 2000
Equal Opportunities 2000
Awareness - Policy & Practice

◆ Actions

◆ Leaflet - Policy Statement
◆ Annual reports to Management Board
◆ Articles in Weekly Bulletin Human Resources report etc.
◆ Management training
◆ Statutory committees
◆ Induction Programme

◆ Outstanding issues

◆ How to ensure against loss of excellence
  “Leaky pipeline syndrome”
◆ EO considerations in the context of the new career structure
◆ Pro-active role of HR Division
Equal Opportunities 2000
Recruitment & Career Development

◆ Actions

◆ Recruitment
  ◆ Vacancy notices
  ◆ Application Forms
  ◆ Selection board membership
  ◆ Interview content
  ◆ Administrative Circular # 2 (rev. 1) guidelines
  ◆ Recommendations to LTCB

◆ Career Development
  ◆ Leadership Training
  ◆ Management attitude training
  ◆ Advancement monitoring

◆ Outstanding issues

◆ Recruitment
  ◆ Continue policy of no quota / no target figures?
  ◆ Continued monitoring of recruitment statistics - Follow up?
  ◆ Staff into long term appointments (~ 100 W / ~ 500 total next 5 years)
  ◆ Affirmative action re specific vacancies, eg senior positions?

◆ Career Development
  ◆ Affirmative action with regard to leadership training for women
  ◆ EO included in compulsory training for supervisors
  ◆ Investigation into current differences in advancement of men and women
Equal Opportunities 2000
Recruitment

EO/SDC/ACCU - December 2000
Equal Opportunities 2000
Work / Life Balance

Actions

- Improved attitude to part time work
  (Use of RSL)
- Nursery School
  (Staff Association)

Outstanding issues

- Assignment of responsibility
- Part time work
- Part time work from home
- Spouse employment
- Parental leave (unpaid)
- Creche
Equal Opportunities 2000
Work Environment

Actions

- Administrative Circular # 32 Principles & Procedures governing complaints of harassment (sexual & psychological)
  - Confidential advice
  - Formal investigation
- Training for members of Equal Opportunities Advisory Panel

Outstanding issues

- Information & tools for dealing with harassment to (new) staff - training / web
- Sensitization of line management
Lost opportunities for CERN

Women constitute half the undergraduate population. However, there is a continuous drop in the number of women at each level of the academic ladder and many highly trained women are lost to science. Institutions that employ scientists tend to be behind the times in addressing the life/work balance and need to modernise.

EU Report on Women and Science
“Promoting excellence through mainstreaming gender equality”
Sex of users participating in CERN programmes

<table>
<thead>
<tr>
<th>Member States</th>
<th>Male</th>
<th>Female</th>
<th>F/M %</th>
<th>F/(M+F) %</th>
</tr>
</thead>
<tbody>
<tr>
<td>AT</td>
<td>71</td>
<td>15</td>
<td>21.13</td>
<td>17.44</td>
</tr>
<tr>
<td>BE</td>
<td>67</td>
<td>15</td>
<td>22.39</td>
<td>18.29</td>
</tr>
<tr>
<td>BG</td>
<td>21</td>
<td>1</td>
<td>4.76</td>
<td>4.55</td>
</tr>
<tr>
<td>CH</td>
<td>268</td>
<td>49</td>
<td>18.28</td>
<td>15.46</td>
</tr>
<tr>
<td>CZ</td>
<td>107</td>
<td>9</td>
<td>8.41</td>
<td>7.76</td>
</tr>
<tr>
<td>DE</td>
<td>862</td>
<td>84</td>
<td>9.74</td>
<td>8.88</td>
</tr>
<tr>
<td>DK</td>
<td>35</td>
<td>5</td>
<td>14.29</td>
<td>12.50</td>
</tr>
<tr>
<td>ES</td>
<td>143</td>
<td>48</td>
<td>33.57</td>
<td>25.13</td>
</tr>
<tr>
<td>FI</td>
<td>113</td>
<td>29</td>
<td>25.66</td>
<td>20.42</td>
</tr>
<tr>
<td>FR</td>
<td>897</td>
<td>122</td>
<td>13.60</td>
<td>11.97</td>
</tr>
<tr>
<td>GB</td>
<td>454</td>
<td>51</td>
<td>11.23</td>
<td>10.10</td>
</tr>
<tr>
<td>GR</td>
<td>75</td>
<td>19</td>
<td>14.56</td>
<td>12.33</td>
</tr>
<tr>
<td>HU</td>
<td>63</td>
<td>5</td>
<td>7.94</td>
<td>7.35</td>
</tr>
<tr>
<td>IT</td>
<td>1179</td>
<td>239</td>
<td>20.27</td>
<td>16.85</td>
</tr>
<tr>
<td>NL</td>
<td>135</td>
<td>11</td>
<td>8.15</td>
<td>7.53</td>
</tr>
<tr>
<td>NO</td>
<td>53</td>
<td>5</td>
<td>9.43</td>
<td>8.62</td>
</tr>
<tr>
<td>PL</td>
<td>120</td>
<td>23</td>
<td>19.17</td>
<td>16.08</td>
</tr>
<tr>
<td>PT</td>
<td>65</td>
<td>20</td>
<td>30.77</td>
<td>23.53</td>
</tr>
<tr>
<td>SE</td>
<td>103</td>
<td>25</td>
<td>24.27</td>
<td>19.53</td>
</tr>
<tr>
<td>SK</td>
<td>40</td>
<td>7</td>
<td>17.50</td>
<td>14.89</td>
</tr>
<tr>
<td><strong>sum</strong></td>
<td><strong>4871</strong></td>
<td><strong>782</strong></td>
<td><strong>16.05</strong></td>
<td><strong>13.83</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Non Member States</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>sum</td>
<td>1834</td>
<td>193</td>
<td>10.52</td>
</tr>
</tbody>
</table>