EQUAL OPPORTUNITIES AT CERN
1996 - 2003

Adapted from reports by
Sudeshna Datta-Cockerill
Equal Opportunities Officer
to Management Board and TREF – Spring 2003
Equal Opportunities at CERN

1995  5 - Yearly Review  Staff Rules & Regulations

1996  Explicit principle in 10th edition of SR&R
“the Organization reaffirms equality of treatment between people
and rules out discrimination between members of its personnel,
in particular on account of sex, race or religion, as one of the
basic principles of its personnel policy…”

1996  Equal Opportunities Officer – S Datta-Cockerill
- advise the Management and staff on related matters,
- ensure a monitoring role
- make an annual report to the CERN Management Board

1998  Equal Opportunities Advisory Panel – Chaired by J.E.
2003  EO Sub-Panel of CCP – Chaired by T. Pettersson
EO Advisory Panel Members

- Anne-Sylvie Catherin
- Sudeshna Datta-Cockerill (ex officio)
- John Ellis (chair)
- Eva Groninger-Voss [Angela Goehring-Crinon]
- Michel Mayoud
- Christine Petit-Jean-Genaz
- Horst Wenninger [David Williams]
- Elena Wildner
EO Panel Responsibilities

• **Advice to Management on EO policies** – including race, handicap and moral harassment (mobbing) as well as gender issues

• **Resolution of complaints** – including advice and mediation as well as formal reports to Management
Equal Opportunities Programme

Awareness

Work / Life Balance

Work Environment

Recruitment and Career Development
EO Awareness

Publication of leaflet - Policy Statement

Annual reports to Management Board

Reports on invitation to Divisional Management Teams, Staff Council, TREF, ACCU, CCP

Articles in Weekly Bulletin, Human Resources report, Dedicated website

Annual Personnel statistics

Selection Boards, statutory committees and working groups

Management training Programme

Induction Programme

Public staff meetings, conferences on specific topics

Contacts with other Organisations and external bodies
Improved Nursery School Hours
Part time work from Home – approved by Management

Child-minding & creche facilities - priority need
Study commissioned by Management
No viable alternative to on-site creche
Minimal option: Pre-fabricated creche/ 50 places
No follow up by Management : financial reasons

Extended nursery school service over summer period - need

Parental leave / Definition of family
Under study for next 5-yearly review
EO Work Environment

Legal obligation to protect all personnel against harassment

Administrative circular # 32
Published in 2000

Principles and Procedures governing complaints of HARASSMENT
(sexual and psychological “mobbing”)

EOAP
Confidential advice
Formal investigation
EO Work Environment

Sexual Harassment
8 cases in 2000
6 cases in 2001
4 cases in 2002
18 cases in total

“Mobbing”
10 cases in 2000
8 cases in 2001
6 cases in 2002
24 cases in total
+2 pending

Management / Communication issues

Confidential consultation = 18+
Informal mediation / mediation with administrative record = 16
Formal investigation 5 + pending outcome 2
Written warning / Initiation of disciplinary action = 3
EO Work Environment

Sexual discrimination
- Recruitment
- Resignation

Sexual harassment
Abuse of power
Pornography
Sexual orientation
Inappropriate behaviour

Mobbing
- Abuse of power
  – Inappropriate behaviour
Age/Nationality / Race discrimination
  – Exclusion
  – Advancement / Long term recruitment
  – Inadequate supervision (students)
  – Poor communication

Management / Communication issues revealing need for appropriate structure:

Physical disability
Wheel chair access
Ergonomics

OMBUDSFUNCTION
EO Recruitment

- Vacancy Notices
- Application Forms
- Selection Board Membership
- Selection Board Practice
  ( +Long Term Contract Board)
- Interview content
- Administrative Circular # 2 Guidelines

Positive action at pre-selection stage
EO Recruitment

[Bar chart showing the comparison between applicants and selected individuals over the years 1994 to 2002, with labels:
- Applicants
- Invited
- Selected
- Arrivals

Legend:
- 1994
- 1996
- 1998
- 1999
- 2000
- 2001
- 2002

Legend:
- Progress, arrivals match applicants]
EO Recruitment

Decline:
Students > Fellows > Associates: in line
With EU Marie Curie Fellowships

Study by Peter Jurcso, Magda Lola, Werner Zapf
## EO 2002 Gender Distribution

<table>
<thead>
<tr>
<th>Year</th>
<th>Research Cat 1</th>
<th>Applied 211</th>
<th>Computing 208 etc.</th>
<th>Engineering 200 etc.</th>
<th>Technician Cat 3</th>
<th>Crafts Cat 4</th>
<th>Professional Administrator 5A</th>
<th>Administrative Assistant 5B</th>
<th>Administrative Clerk 5C</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>8</td>
<td>22</td>
<td>29</td>
<td>40</td>
<td>50</td>
<td>6</td>
<td>37</td>
<td>207</td>
<td>31</td>
<td>430</td>
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<tr>
<td>Men</td>
<td>70</td>
<td>256</td>
<td>257</td>
<td>359</td>
<td>798</td>
<td>191</td>
<td>90</td>
<td>42</td>
<td>15</td>
<td>2078</td>
</tr>
<tr>
<td>Total</td>
<td>78</td>
<td>278</td>
<td>286</td>
<td>399</td>
<td>848</td>
<td>197</td>
<td>127</td>
<td>249</td>
<td>46</td>
<td>2508</td>
</tr>
<tr>
<td>W % in cat</td>
<td>10.26</td>
<td>7.91</td>
<td>10.14</td>
<td>10.03</td>
<td>5.90</td>
<td>3.05</td>
<td>29.13</td>
<td>83.13</td>
<td>67.39</td>
<td>17.15</td>
</tr>
<tr>
<td>1995% in cat</td>
<td>2.88</td>
<td>2.90</td>
<td>11.11</td>
<td>0.53</td>
<td>2.82</td>
<td>5.81</td>
<td>18.49</td>
<td>78.89</td>
<td>73.11</td>
<td>14.06</td>
</tr>
<tr>
<td>+ / - %</td>
<td>+7.38</td>
<td>+5.01</td>
<td>-0.97</td>
<td>+9.50</td>
<td>+3.08</td>
<td>-2.76</td>
<td>+10.64</td>
<td>+4.24</td>
<td>-5.72</td>
<td>+3.09</td>
</tr>
</tbody>
</table>

**Progress in (most) professional categories**
EO Career Development

Higher career paths:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Women</th>
<th>(%)</th>
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</thead>
<tbody>
<tr>
<td>CP E</td>
<td>112 W</td>
<td>(11.7%)</td>
</tr>
<tr>
<td>CP F</td>
<td>21 W</td>
<td>(7%)</td>
</tr>
<tr>
<td>CP G</td>
<td>4 W</td>
<td>(1.8%)</td>
</tr>
<tr>
<td>Hierarchy</td>
<td>47 W</td>
<td>(9.6%)</td>
</tr>
</tbody>
</table>

2002

- Promotion E to F 3 W / 27 M
- Promotion F to G 1 W / 11 M

EOAP recommends that CERN aim for:
- proportions of women promoted to CPs F & G to reflect proportions in CPs E & F respectively
- proportions of women appointed to hierarchy to reflect proportions in corresponding “pools” of potential appointees
- pro-active measures in external recruitment so that proportions at higher levels reflect more quickly those at lower levels
EO EVOLUTION 2000-2003

Continued vigilance

Greater effort

Positive trend

Targeted action at Senior levels?
EO 2003 GENDER DISTRIBUTION

Narrow the initial gap  Prevent the gap from widening

CERN Staff members  New recruits  Staff in CP E and above  Staff in hierarchical position  Staff in CP F  Staff in CP G

Men  Women
Equal Opportunities …Issues

- **Career Development**
  Requires continued monitoring
  Specific actions needed at higher levels

- **Creche facilities for CERN staff**
  an urgent and unsolved problem

- **Moral harassment**
  an ongoing concern
  better understanding needed
  ‘Ombudsperson’ function?

Will require joint effort from
- Management
- new EOO
- EO panel
- JCC subpanel

Hope for ACCU support