



CERN Legal Framework

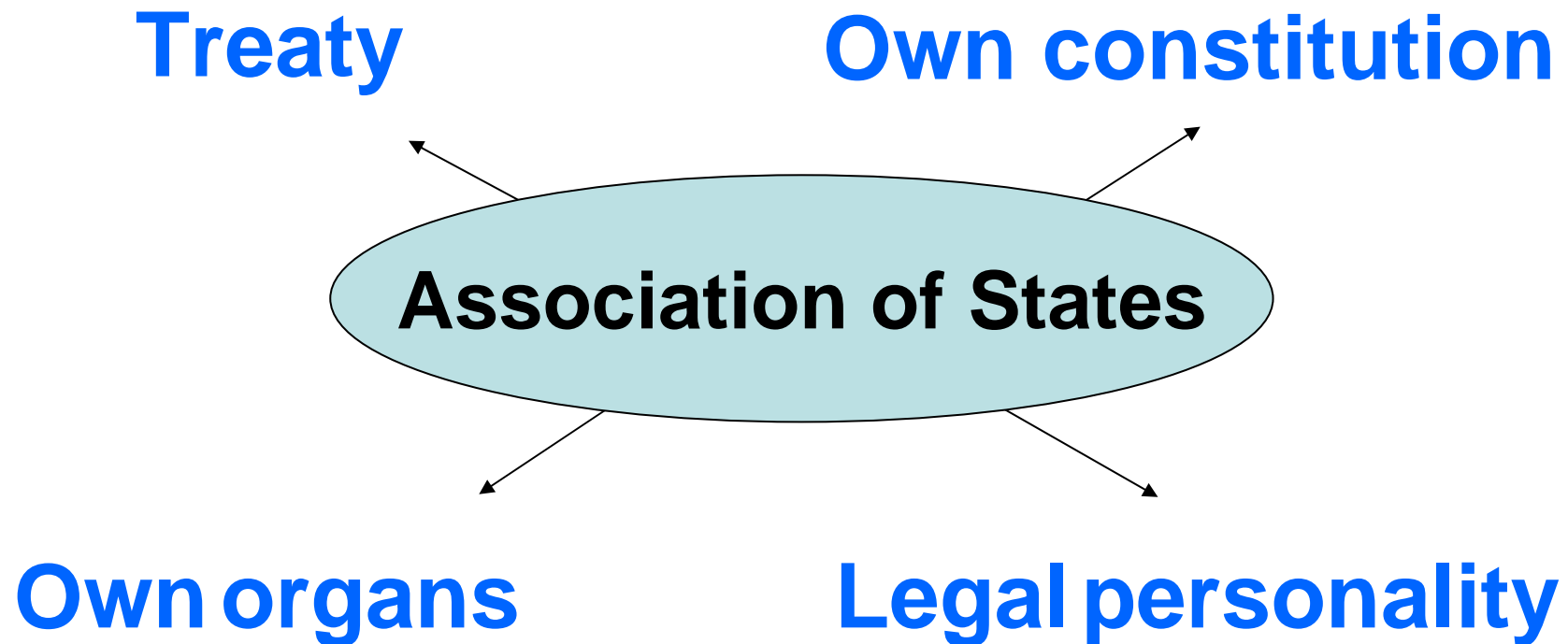
Le cadre juridique du CERN



Why this presentation?

- **Specific status of CERN**
- **Specific legal status**

International Organization



International Organization

International Public Service

International Civil Servant

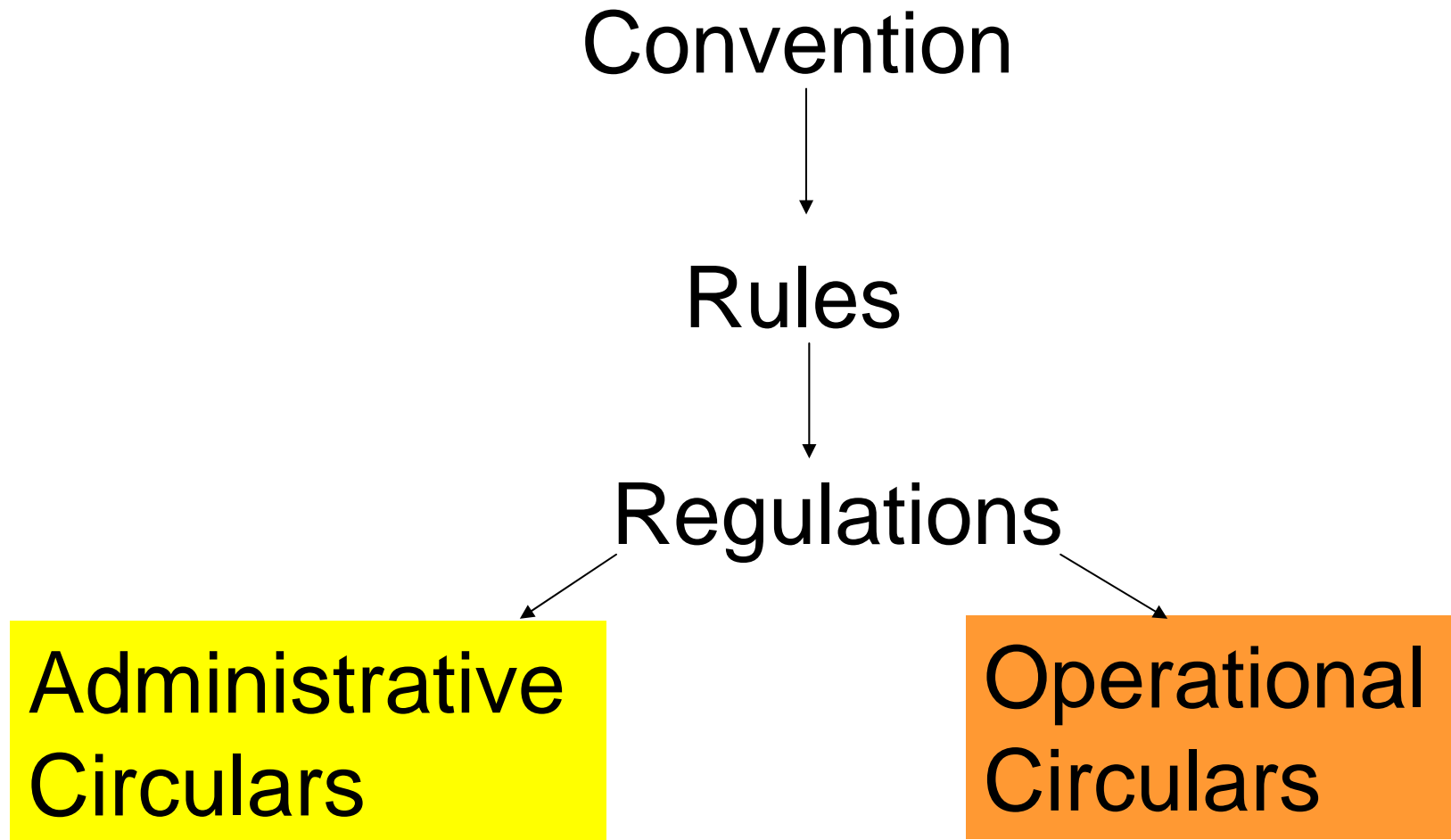
Law of the International Public Service: 4 sources

- **Staff Rules and Regulations**
- **Your Contract**
- **Practice**
- **Case Law /
General principles of law**



**Interpretation and control
of these sources: ILOAT/TAOIT**

CERN hierarchy of norms



Rules / Regulations

-
- 
- **Define and codify legal relations**
CERN/MoP
 - **Adopted and amended by Council**

- **Apply and specify rules**
- **Adopted and amended by FC**

DG proposal
Discussion SCC/CCP

Administrative Circulars

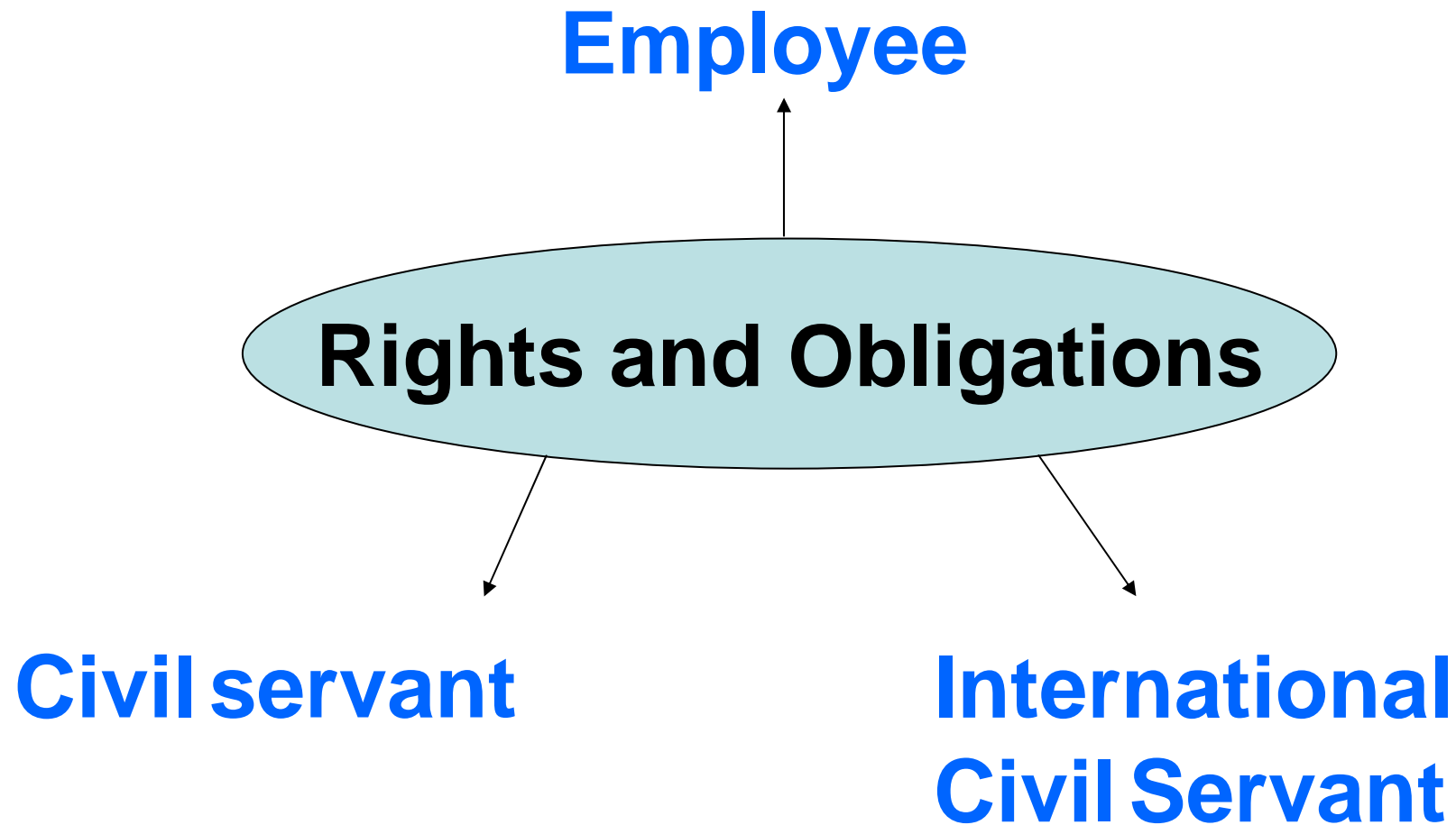
Operational Circulars

- **Specify the application of Staff Regulations**
- **Adopted and amended by the DG**

- **Do not arise from SRR**
- **Internal operations of the Organization**
- **Delegation DG (CFO and Head HR)**

Discussion SCC/CCP

Rights and obligations of Members of the Personnel



Rights and Obligations

- **Remuneration/Leave**
- **Tasks/Capacities**
- **Social Protection**
- **Civil liberties**
- **Privileges/
Immunities**

Rights

Obligations

- **Performance task**
- **Pay contributions**
- **Tact, reserve, discretion**
- **Independence/Loyalty**

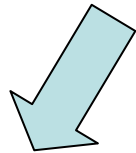


Rights and Obligations

- **Acceptance of hierarchy**
- **Intellectual property**
- **Incompatibilities**

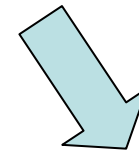
Consequence

Non respect of



Rights:

**Possibility to
launch
an appeal**



Obligations:

**Possibility to
implement
disciplinary action**

Conclusion

Specific Legal Framework

