

# Child Care at CERN

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The CERN Child Care Initiative

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## Abstract

This is a document summarizing a survey of child care needs of CERN staff and users which was performed in February 2008 by the CERN Child Care Initiative. The document presents the analysis of this data. Conclusions on the minimal facilities size are derived and possible funding source at the European Union are discussed.

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# 1 Introduction

Many people expressed a need for CERN to provide or facilitate affordable day care, both for the children of temporary visitors to the laboratory, and for those of its own employees. The Child Care Initiative was formed by a group of people who felt strongly about this issue, and includes users and CERN staff who are members of CERN's various collaborations. More information about the initiative can be found at [1].

In order to assess the needs of CERN users and staff a survey of child care needs was performed in February 2008. The questionnaire was sent to CERN staff and users of the ATLAS, ALICE, CMS and LHCb collaborations.

184 people responded to the survey and in total 129 responses were recorded by the 14.02.2008. 55 responses were lost from the survey due to technical difficulties [2].

The structure of the document is as follows. Section 2 presents an overview of the existing child care facilities at CERN, section 3 summarizes the survey data and analysis, section 4 discusses possible funding sources in the European Union and section 5 presents the conclusions and our recommendations.

## 2 Overview of the Existing Child Care Facilities at CERN

### 2.1 CERN Private Kindergarten – “Jardin d’enfants”

There is a private child care facility for children from 2 ½ years old up to 6 years old at CERN. The number of places is 171 and children are welcome from Monday to Friday from 8:00 to 12:30 and from 13:30 to 18:00. The price per month is 1240<sup>ii</sup> CHF per child. During lunch break children are welcome but reservation and payment (14 CHF) are required on top of the usual fees. The monthly fee including the fees for lunch add up to be 1520 CHF (ca. 940 Euros). For children between 2 to 2 ½ years old there are 21 places reserved and children can only attend Monday, Tuesday and Thursday mornings from 8:00 to 12:30. The CERN kindergarten is closed during Geneva state school holidays; this means 2 months in summer, one week in autumn, 2 weeks at Christmas, one week in February and one week at Easter.

As a private facility the CERN kindergarten does not take into account the salary, charges and numbers of children of the same family placed at the CERN kindergarten. CERN staff is reimbursed 75% of the kindergarten charges for children above 3 years old whereas it is not the case for CERN users that have to pay the full price.

### 2.2 CERN Agreement with the Meyrin Crèche

On 17th October 2007 CERN signed an agreement with the commune of Meyrin under which, in exchange for a contribution to the funding of the “Espace de Vie Infantile” (EVE) at Champs-Frechets, which opened in August 2008, 20 places are reserved for children between 4 months and 4 years old for the children of CERN personnel (staff, fellows, associates and users irrespective of their place of residence, France or Switzerland). Places are allocated on a first-come, first-served basis. Where possible, brothers and sisters are kept together and preference are given to single-parent families.

The EVE is opened 11 months per year and closes 4 weeks in August. Its opening hours are from Monday to Friday from 7:00 to 18:00. The price is 2000 CHF (ca. 1240 Euros) per month during 11 months for a full time day. A pro-rata reduction is applied for an attendance of 75% (morning + lunch +siesta up to 14:30) and 50% (from 14:00 till 18:00). Family reductions are granted for parents placing more than one child (50% reduction for the second and free for the third).

The parents themselves cover about 2/3 of the actual cost of each place, and the remaining costs are shared equally between CERN and the commune of Meyrin.

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<sup>ii</sup> Lunch is not included.

Parents must complete the enrolment formalities with the Meyrin infant education service themselves, for more information see [3].

Here again we face one of the main user’s problems: the prices are those of the Geneva market and as such are extremely high for someone with the typical salary of a CERN user.

For more information on child minding facilities in Switzerland/France around CERN see [4].

### 3 Survey of the CERN Child Care Initiative

This survey was carried out in February 2008 and consisted out of 30 questions. The total number of recorded answers is 129 which is only a fraction of the parents working at CERN as users or staff. The numbers presented here and the conclusions are hence only to be taken as lower limits on the actual need. CERN should follow this up with a more sophisticated survey using their data bases of users and staff.

#### 3.1 Profile of the Researchers that responded

60% of responses are from researchers who are permanently based at CERN (see Figure 1). 24% of the researchers who responded to this survey are CERN staff, 72% are CERN users and 3% are users who are partly paid by CERN. Of the researchers who stay permanently at CERN 53% are CERN users (see Figure 1). 75% of the researchers permanently located at CERN live in France and the rest lives in Switzerland.

86% of researchers who participated in this survey are already parents and 57% are planning to have children within the next 3 to 4 years (see Figure 2). In 91% of the cases the partner is actively involved in the care of the children and the majority of researchers and their partners work full time (see Figure 3), and thus need child care.

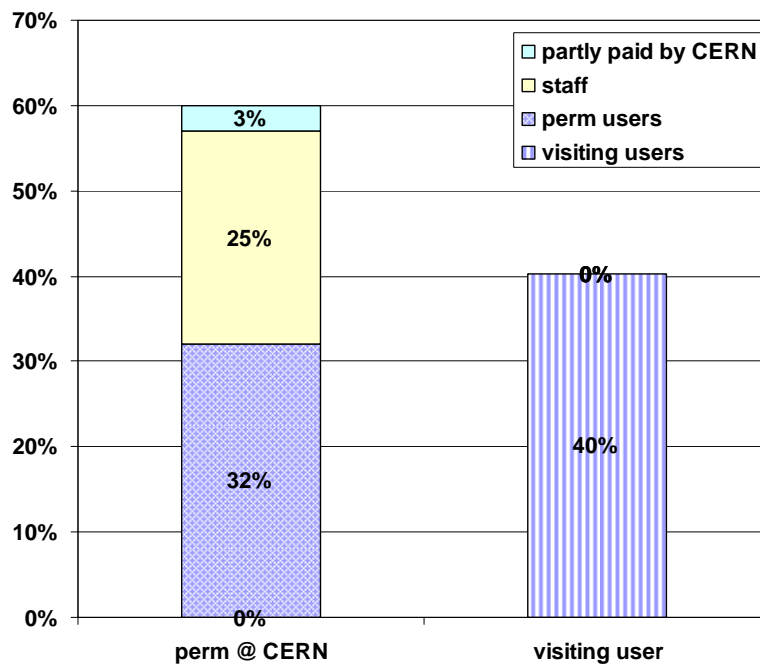


Figure 1: Profile of the CERN researchers who responded to the survey in February 2008.



Figure 2: The left figure shows the fraction of parents who responded to this survey. The right plot shows the percentage of researchers who are planning to have children within the next 3 to 4 years.

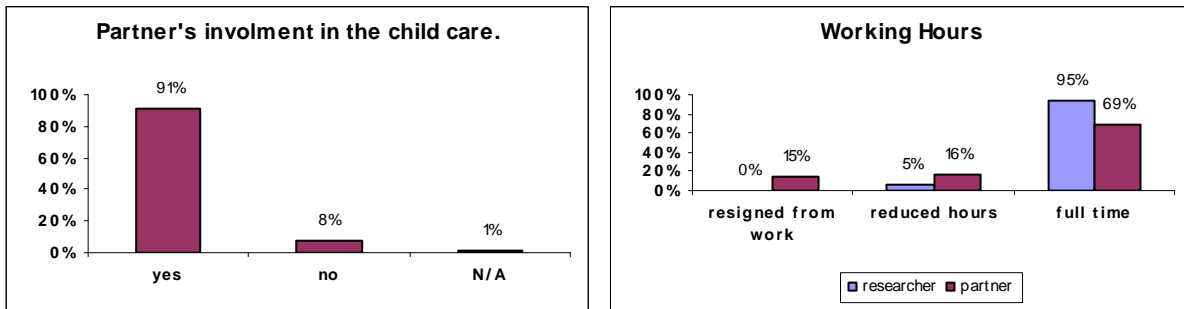


Figure 3: The left plot shows the partners involment. The right plot shows the working hours of the person who responded to the survey (blue) and of his/her partner (violet).

### 3.2 Profile of the visiting Researchers

40% of the researchers who responded to this survey are not permanently based at CERN (see Figure 1). Figure 4 and Figure 5 summarize the answers of visiting researchers to the questions

- “If you do not stay permanently at CERN, how often do you come or are planning to come to CERN in the following 5 years?”, left plot in Figure 4.
- “Your stays at CERN have a typical duration of...”, right plot in Figure 4.
- “For which visits would you need childcare?”, left plot in Figure 5.
- “How much time will you be spending at CERN and requiring day-care facility in the following years (2008, 2009, 2010, 2011, 2012)?”, right plot in Figure 5.

Based on these responses 35% of the visiting researchers come for a few months or more and are in need of child care during the duration of their visit. An equal fraction of researchers who only come for few weeks are also in need of child care for their children. A large fraction (26%) of researchers visit CERN mainly in the summer, and the need for childcare in the summer is higher. It is also interesting to note (Figure 5, right plot) that the profile of child-care-need versus length of the visit is basically the same over the next five years.

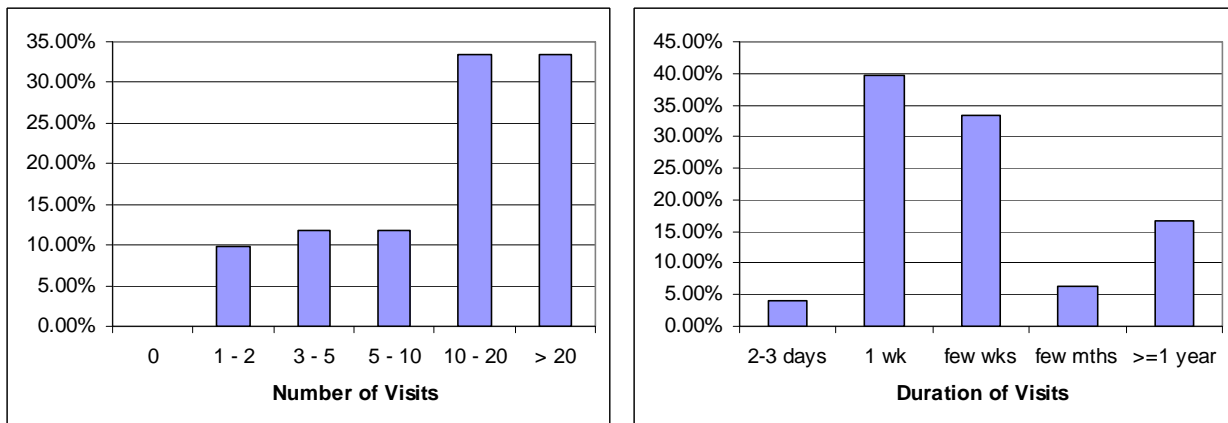


Figure 4: The left plot presents the number of visits in the next 5 years. The right plot shows the typical duration of stays at CERN.

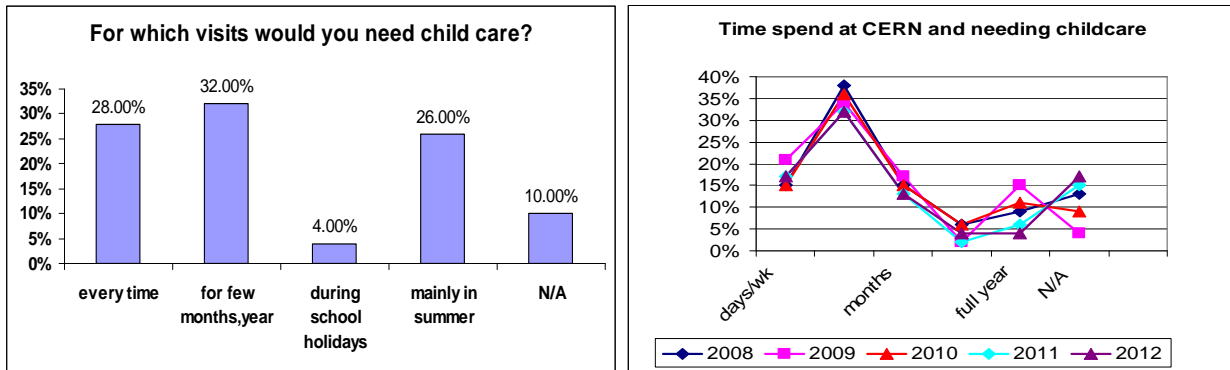


Figure 5: The left plot shows for which visits at CERN the visiting CERN users would need child care. The number of entries for the left plot is 46. The right plot shows the summary of the answers to the question “How much time will you be spending at CERN and requiring a day-care facility in the following years?”. The question was addressed CERN users who visit CERN and in total 47 responses were recorded.

### 3.3 Children and Child Care

This section summarizes the responses related to children and child care. The left plot in Figure 6 shows the number of children for different age ranges for all researchers who responded to this survey (blue), both for researchers who are based permanently at CERN and for visiting researchers. This figure shows that there is a significant need for child care for children below 2 years of age. The right plot in Figure 6 shows that 24% of the researchers need half-day and 76% need full-day child care.

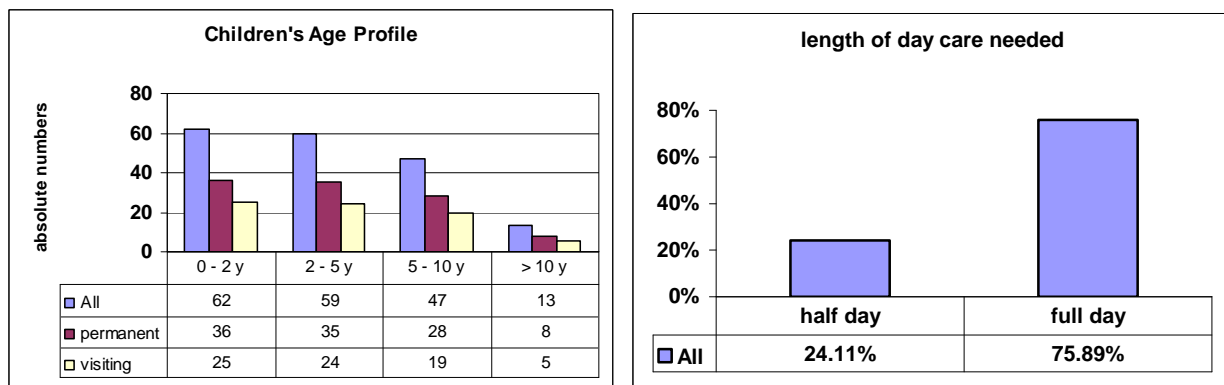


Figure 6: The figure on the left shows the children’s age profile. Blue shows all children. Pink are children of parents who stay permanently at CERN. Yellow are the children of parents who visit CERN. The numbers in the table are absolute numbers. The figure on the right shows the length of child care per day the researchers need for their children.

Figure 7 shows the languages the families of the children speak. The main languages are French, English Italian and German. The majority of the children are bilingual and 98% of the parents said that they would not mind if their children were required to learn a foreign language.

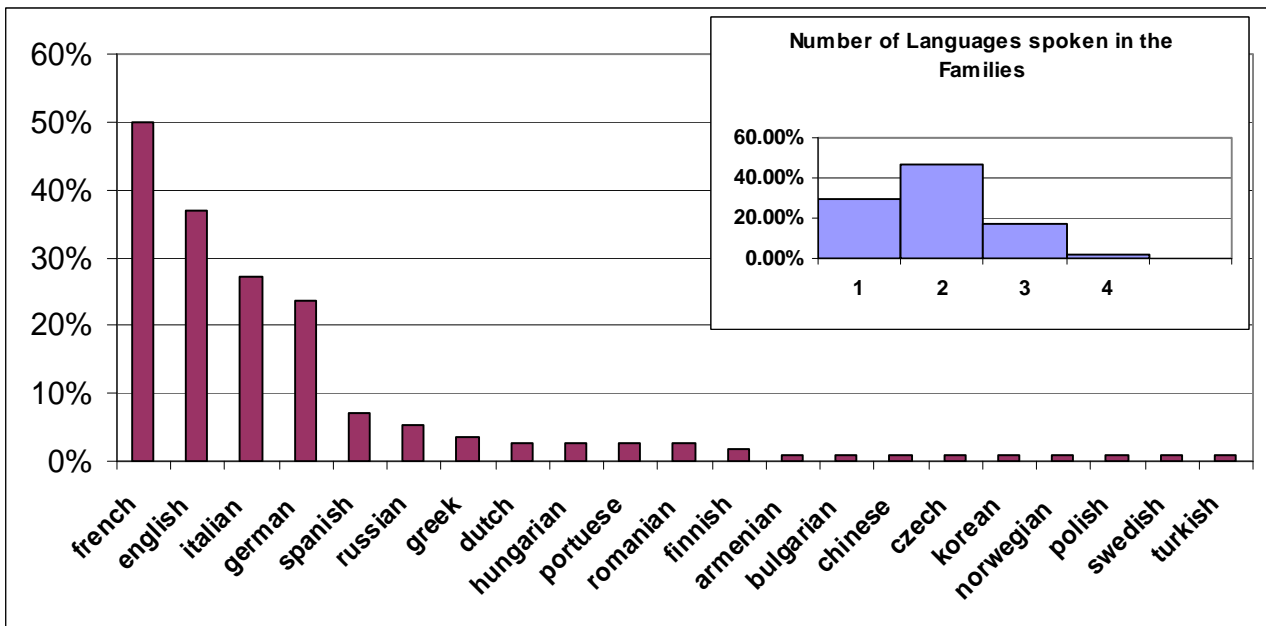


Figure 7: Languages of the children in percentage. 114 responses were recorded for this figure. 98% of the parents would not mind their children to learn a foreign language.

The top left plot in Figure 8 shows that 27% of the parents use a kindergarten/nursery, 18% use baby sitters, and 15% of the children are cared by a family member. The top right plot in Figure 8 demonstrates that 80% of the researchers would use a drop-in facility at CERN. The majority of parents (82%, see lower left plot in Figure 8) would have used a child care facility for newborns, and the majority of parents would accept rigid opening hours (see lower right plot in Figure 8).

The top left plot in Figure 9 shows that a negligible fraction of researchers who responded to this survey think that daily fees of 50 to 75 Euros for child care are reasonable. Figure 9 (top right) shows what the researchers are able to afford for child care per month. The average is 656 Euros per month. The majority of parents don't get any special allowance for child care and also think that the fees for child care should depend on the salary of the parents (see lower left plot in Figure 9). In summary the fees quoted in section 2 are, for most of the researchers, not affordable.

The plots in Figure 10 show the fraction of children who are placed in a nursery/kindergarten of parents who are permanently at CERN (left) and of parents who are visiting CERN (right) for the different age ranges. It is interesting to note that the fraction of children below two years of parents who are permanently at CERN and who are in a nursery/kindergarten is half the fraction of the children of parents who are visiting CERN. In general one sees that the fraction of children that are in a kindergarten of parents who are permanently at CERN is lower than the fraction of children in kindergarten of parents who are visiting CERN.



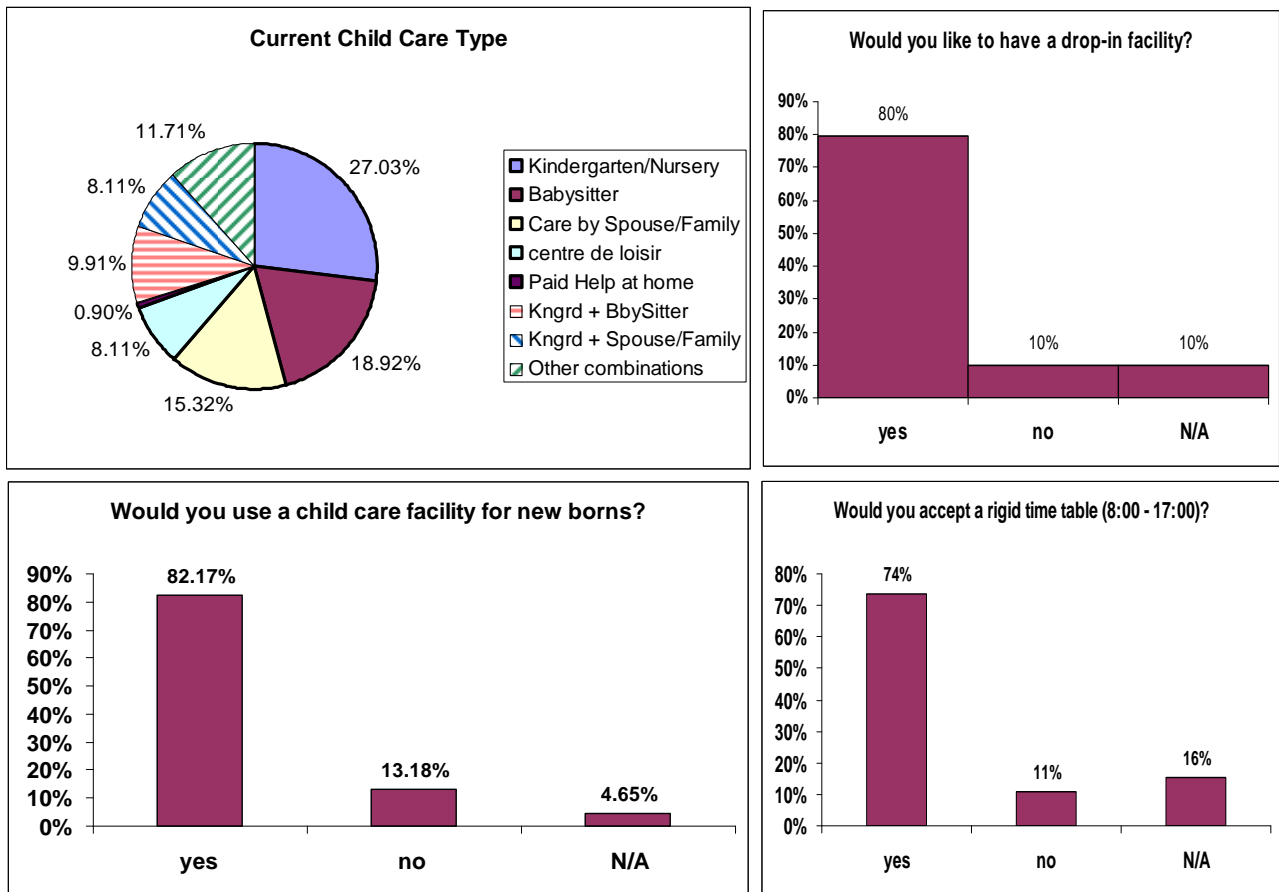


Figure 8: The left top pie chart shows the current type of child care parents use for their children irrespectively if they are visiting or permanently staying at CERN. The light shaded slices correspond to cases where more than one type of child care is in use. The right top plot shows the parent’s support for a drop-in facility at CERN. The lower left figure shows the support for a new born child care facility at CERN. The lower right plot shows the support of rigid time tables for the opening hours of the child care facility.



Figure 9: The top left plot shows the responses to the question “How much do you think is a reasonable fee per day of childcare for children below 2 years (blue diamonds, 121 recorded responses) and between 2 and 5 years (pink squares, 122 recorded responses)?” This question was addressing all researchers. The top right plot is the summary of the responses to the question: “How much can you afford to pay per month for childcare?” It was addressed to all and 103 responses were recorded for this question. The mean of this distribution is 656 Euros and the standard error is 35 Euros. The embedded diagram shows how many of the parents get a special allowance for child care. The lower left figure shows the support for salary dependent child care fees. The data sample size is 129. The lower right figure shows the fractions of how much of their time parents would be able to contribute to a parent supported childcare association at CERN. The data sample size is 123 responses.

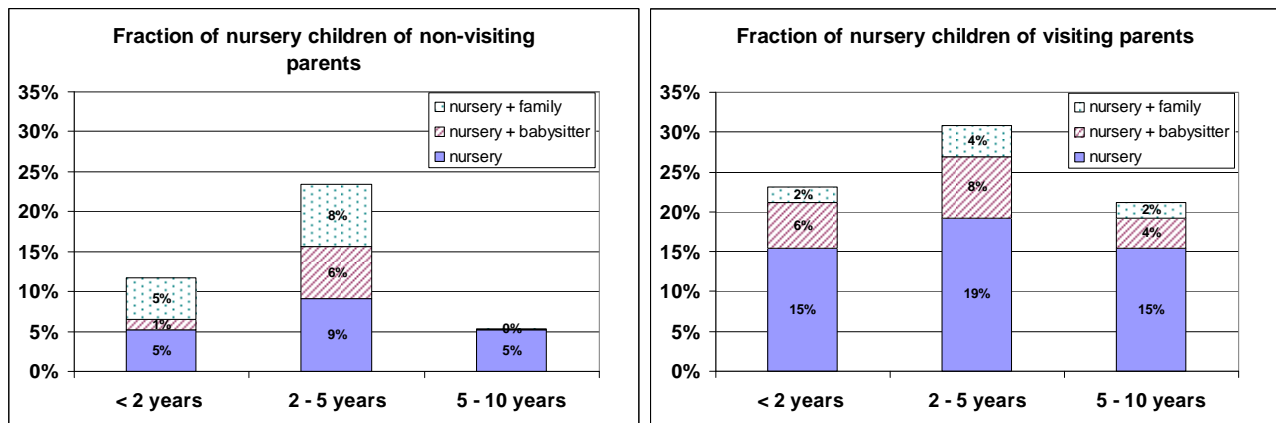


Figure 10: These plots show the fraction of children who are placed in a nursery/kindergarten of parents who are permanently at CERN (left) and of parents who are visiting CERN (right) for the different age ranges. Blue shows the fraction of researchers who use solely a nursery/kindergarten for their children. Hatched purple shows the fraction of researchers who use a combination of nursery/kindergarten and babysitter and dotted green shows the fraction of children who are in a nursery/kindergarten and by a family member.

### 3.4 Number of places for children of researchers who are staying permanently at CERN

The last column of Table 1 shows the number of children of researchers located permanently at CERN (second column). The estimate of number of needed child care places for these children is calculated according to Equation 1. This equation assumes that there is no overlap between the visits to the child care facility of children who need half-day child care. This is a very optimistic assumption. For the case that there is a maximum overlap between the visits to the child care facility the estimated number of child care places is given in parentheses in the last column of Table 1.

The survey shows that currently there is a need for at least 32(37) permanent places for under two years old, at least 31(35) permanent places for children between two and five years, at least 26(29) permanent places for five to 10 year olds and at least 7(8) permanent places for children older than 10 years for a minimum (maximum) overlap between the visits of children who need half-day child care. These numbers represent lower limits, since only a fraction of parents who work at CERN responded to this survey.

$$n_{perm} = N_{perm} \cdot \left( \frac{a_{1/2}}{2} + a_{full} \right)$$

*Equation 1: Number of places for the children who stay permanently at CERN; this assumes that there is no overlap between the visits of children who need half-day child care.  $N_{perm}$  is the number of children of researchers that are staying permanently at CERN,  $a_{1/2}$  is the fraction of children who need half-day care and  $a_{full}$  is the fraction of children who need full-day care.*

age of children	number of children	% half day child care	% full day child care	currently using a nursery or kindergarten	Estimated number of places
<2	37	24%	76%	12%	32(37)
2 – 5	35	24%	76%	24%	31(35)
5 – 10	29	24%	76%	8%	26(29)
>10	8	24%	76%	N/A	7(8)

*Table 1: This table shows the number of children of researchers that are placed permanently at CERN (staff and users) and the minimum estimated number of child care places for the different age groups in case one assumes that there is minimum (maximum) overlap between the children who need half-day child care. Column five shows the fraction of the children who have a place at a nursery or are having a combination of other child care options and a place at a nursery<sup>iii</sup>.*

### 3.5 Number of places for children of visiting researchers

This section shows the estimation of child care places for children who visit CERN for at least three months. It was assumed that there is no overlap between the children whose parents did not say explicitly that they will need child care mainly for the summer. This is an optimistic assumption, and the numbers here thus represent a lower limit. The overlap which was taken into account is for the children who visit CERN in the summer.

The number of places for the summer,  $n_{summer}$ , is determined by Equation 2 for the optimistic assumption that there is not overlap in the visits of children who need half-day child care.

<sup>iii</sup> It should be noted that the majority of researchers who responded to this survey (permanent CERN staff and users and visitors) would place their children in a CERN child care facility though they are currently using other means of child care.

$$n_{summer} = N_{Visiting} \cdot f_{summer} \left( \frac{a_{1/2}}{2} + a_{full} \right)$$

Equation 2: Number of places for the summer, with  $N_{Visiting}$  the number of visiting children,  $f_{summer}$  the fraction of children who visit CERN in the summer,  $a_{1/2}$  the fraction of children who need half-day care and  $a_{full}$  the fraction of children who need full-day care. This equation is assuming that there is no overlap between the visits of children who need half-day child care.

In case one takes into account that there will be overlap between the visits of children who need half-day child care the number of places for the summer is determined by Equation 3.

$$n_{summer}^{overlap} = N_{Visiting} \cdot f_{summer}$$

Equation 3: Number of places for the summer where maximum overlap between the visits of children who need part time child care is taken into account.  $N_{Visiting}$  is the number of visiting children,  $f_{summer}$  is the fraction of children who visit CERN in the summer.

The number of places for children who do not visit specifically in the summer,  $n_{rest}$ , is determined by Equation 4, which assumes that there is no overlap between children who need half-day child care.

$$n_{3\ to\ 12\ months} = N_{Visiting} \cdot \left( \frac{f_3}{4} + \frac{f_6}{2} + f_{12} \right) \cdot \left( \frac{a_{1/2}}{2} + a_{full} \right)$$

Equation 4: Number of places for children come to CERN for at least 3 months; with  $N_{Visiting}$  the number of visiting children,  $f_n$  the fraction of children who visit CERN for  $n$  months,  $a_{1/2}$  the fraction of children who need half-day care and  $a_{full}$  the fraction of children who need full-day care. This equation is assuming that there is no overlap between the visits of children who need half-day child care.

In case one takes into account that there will be a maximum overlap between the visits of children who need half-day child care the number of places for children who visit CERN not specifically in the summer is determined by Equation 5.

$$n_{3\ to\ 12\ months}^{overlap} = N_{Visiting} \cdot \left( \frac{f_3}{4} + \frac{f_6}{2} + f_{12} \right)$$

Equation 5: Number of places for children who come to CERN for at least 3 months where a maximum overlap between children who need half-time child care is taken into account; with  $N_{Visiting}$  the number of visiting children,  $f_n$  the fraction of children who visit CERN for  $n$  months.

age of children	number of children	% half day child care	% full day child care	currently using a nursery or kindergarten	% of 3 months visits	% of 6 months visits	% of full year visits	% of summer visits	additional places for summer	Places for outside summer visits
<2	24	24%	76%	23%	15%	5%	10%	26%	6(6)	3(4)
2 - 5	24	24%	76%	31%	15%	5%	10%	26%	5(6)	3(4)
5 - 10	20	24%	76%	21%	15%	5%	10%	26%	4(5)	3(3)
>10	5	24%	76%	N/A	15%	5%	10%	26%	1(1)	1(1)

Table 2: This table shows the number of the children who are visiting CERN. The last 10<sup>th</sup> column shows the number of additional places needed for visiting researchers in the summer according to Equation 2 and Equation 3 in parentheses. The 11<sup>th</sup> column shows the number of places needed for visitors which come any time during the year according to Equation 4 and Equation 5 in parentheses. These calculations only took into account visits which were more than three months. These estimates are only lower limits because the survey only reached a fraction of parents at CERN. Column

five shows the fractions of the visiting children who have a place at a nursery or are having a combination of other child care options and a place at a nursery in their home countries.

In order to accommodate the needs of researchers who visit CERN for at least three months, the child care facility needs to have at least 3(4) full places for the under two's, at least 3(4) places for children between 2 and 5 years, at least 3(3) for children between 5 and 10 years and 1(1) for children above 10 years. In the summer the facility would need to provide in addition at least 6(6), 5(6), 4(5) and 1(1) places for children below 2 years, 2 to 5 years, 5 to 10 years and above 10 years for minimum (maximum) overlap between the visits of children who need half-day child care respectively.

Figure 11 shows the summary of the estimated number of child care places based on this survey for minimum overlap and maximum overlap between the visits of children who need part time child care. Again, these figures are only lower limits since the survey did not reach all the parents who work at the experiments at CERN. Nevertheless it gives an idea of the needed size for the facility, and also indicates that there is a large demand for child care at CERN.

Based on the results of this survey, the child care facility at CERN should have at least 101(120) places and increase them to 120(140) places in the summer months if one assumes minimum (maximum) overlap between visits of children that need part-time child care. Figure 12 shows the estimated places just for CERN users.

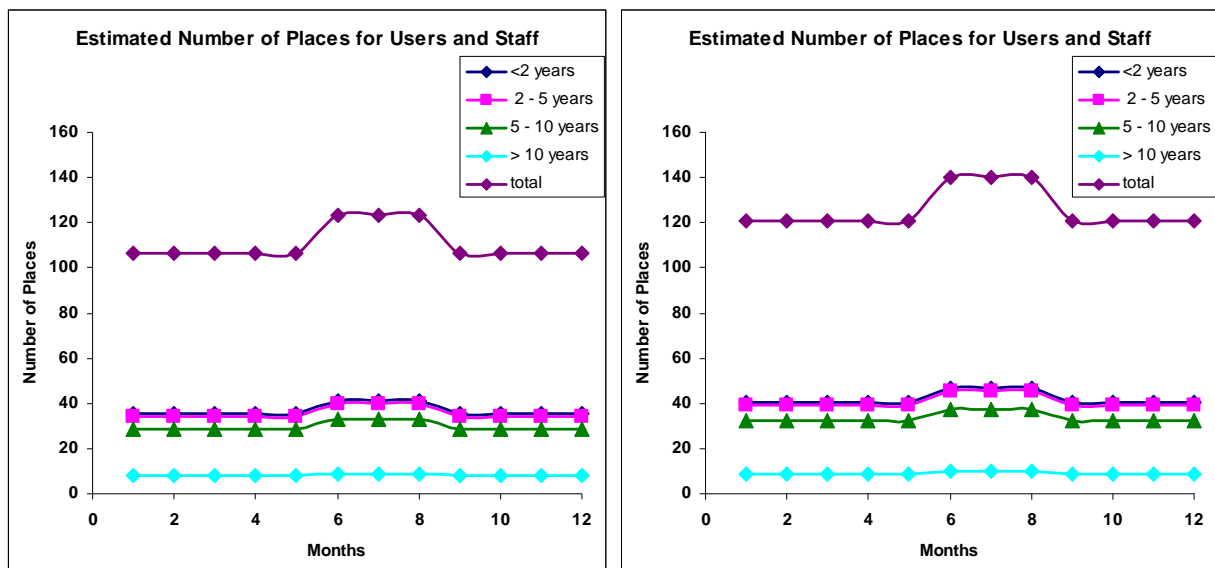


Figure 11: This figure shows the estimated number of places required for the researchers who work at CERN (staff and users) as function of months for the different age ranges and the total sum over all children's ages. These numbers should be taken as lower limits since the survey did not reach all the parents at CERN. The left plot is an estimation assuming that the children who need half-day child care are not overlapping and the right plot shows the estimation for the case when visits at the child care of these children overlap.

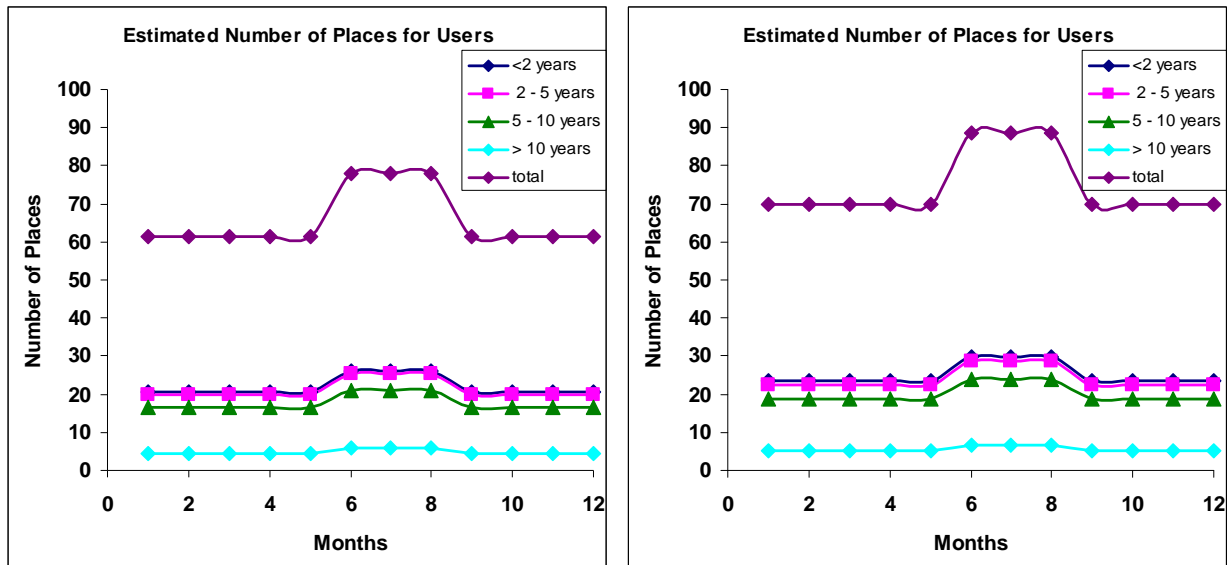


Figure 12: This figure shows the estimated number of places for users as function of months for different age ranges and the total sum over all children's ages. These numbers should be taken as lower limits since the survey did not reach all the parents at CERN. The left plot is an estimation assuming that the children who need half-day child care are not overlapping and the right plot shows the estimation for the case when visits at the child care of these children overlap.

## 4 Potential European Union Funding Sources for future CERN child care facilities

The objective of this section is to provide information on policies from the European Union (EU) funding agencies regarding the establishment or the re-configuration of a new children's nursery school system that should give greater flexibility to people working at CERN (both staff and external users).

The information that is given below has been found at the official web site of the European Union as well as in relevant links.

### 4.1 Historical Review

- A. The EU Recommendation 92/241/EEC of 31 March 1992 on childcare [Official Journal L 123 of 8.5.1992] proposes that Member States take and/or encourage initiatives **to create childcare services**, to provide for flexibility in the organisation of special leave, to adapt the working environment, working structures and work organisation to the needs of workers with children and to encourage a more equal sharing of parental responsibilities. **It sets out the cases in which childcare services are desirable and the arrangements for creating them.** In particular it is recommended that Member States take and/or encourage progressively initiatives to help men and women to reconcile their responsibilities concerning their work, their studies and their families. They must take into account the respective responsibilities of the national, regional or local authorities, the social partners and private citizens and/or work in collaboration with these parties in the following four areas:

- The provision of childcare services while parents: are working; are following a course of education or training in order to obtain employment;- are seeking a job or a course of education or training in order to obtain employment.
- Special leave granted to working parents who have responsibility for the care and upbringing of children.
- The environment, structure and organisation of work, to make them responsive to the needs of workers with children.
- The sharing, between men and women, of occupational, family and upbringing responsibilities arising from the care of children.

In this context, efforts should be made in particular to ensure that:

- the services offered to parents are reasonably priced;
- the services combine reliable care from the point of view of health and safety with a general upbringing and a pedagogical approach;
- the services take into consideration the needs of parents and children as far as access is concerned;
- the services are available in all areas and regions of the Member States, both urban and rural;
- the services are accessible to children with special needs, e.g. from the linguistic point of view, and to children in single-parent families, and meet the needs of such children.

Steps should be taken also to:

- encourage flexibility and diversity of childcare services as part of a strategy to increase choice and satisfy the specific preferences, needs and circumstances of the children and their parents, while maintaining consistency between the various services;
- ensure that the training, both initial and ongoing, of workers in childcare services is commensurate with the importance and the social and educative value of their work;
- encourage childcare services to work closely with parents and local communities through regular contact and exchanges of information, thus meeting the needs of parents tailored to the particular local circumstances;
- encourage national, regional or local authorities, the social partners, other competent bodies and individuals, in accordance with their respective responsibilities, to make a financial contribution to the creation and/or operation of coherent childcare services which can be afforded by parents and offer them a choice.

B. In later years, a Commission Report (4 February 1998 on the implementation of the Council recommendation of 31 March 1992 on childcare) was published. This report examines the measures taken by the Member States in connection with childcare, reaffirming the central role of such measures in national policies aimed at reconciling work and family life.

Only some of the Member States report initiatives specifically to implement the recommendation, although most of the existing national provisions are in line with the general principles set out in it.

It is also the case that no Member State has set up a specific system to monitor the implementation of the recommendation. In most of the Member States, responsibility for childcare is entrusted jointly to a wide variety of participants in the social sphere: public authorities (at various levels), the social partners, the private sector, associations and parents. Such diversity lends itself to a wide range of services but precludes an exhaustive overview of the childcare arrangements in each country. Evaluation of the quality of service provided is limited in most Member States and barely goes beyond the formulation of minimum standards for the infrastructures themselves.

The role of the company in devising family-friendly policies has come to the fore, with the role of the social partners and private organisations in the provision of childcare also becoming more important. This trend seems set to continue, given the growing pressure on the social protection budgets of the Member States.

As for sharing of responsibilities, there is broad agreement on the need to encourage fathers to make use of the opportunities for childcare available to them. Whilst short-term leave at the time of a child's birth is starting to become more popular, longer-term care options seem to be ignored by the vast majority of fathers. A radical shift in attitudes is therefore desirable, and the majority of Member States have accordingly launched information campaigns.

C. The Commission of the European Communities, in its Roadmap settled in 2006, has set some Priority Areas for Gender Equality (which CERN is strongly promoting and encouraging). One of the Priority Areas is the reconciliation of work, private and family life.

Europe today has to face a threefold challenge: a shrinking working age population, low birth rates and a growing population of older people. Better work-life balance arrangements are part of the answer to the demographic decline by offering more affordable and accessible childcare facilities, as required by the Barcelona targets<sup>iv</sup> [5], and providing services that meet the care needs of the elderly and of people with

<sup>iv</sup> The provision of childcare by 2010 to at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age (EUROSTAT). *Figure 10* (left) shows that these targets are not met at CERN.

disabilities. The quality of these services should be improved and the qualifications of staff, mainly women, developed and better valued.

**The Commission has decided that they will support the achievement of the Barcelona targets on childcare and the development of other care facilities through the Structural Funds and the exchange of good practices.**

- D. The European Commission has held a major conference last April (2008) to discuss the social impact of globalisation and the available policy options for tackling them. On this occasion, a recent study for the European Commission was presented: 'Is Social Europe Fit for Globalisation', which was coordinated by the Centre for European Policy Studies (CEPS). Among the speakers was José Manuel Barroso, President of the European Commission, Vladimir Špidla, Commissioner for Employment, Marjeta Cotman, Slovenian Minister of Labour, Family and Social Affairs, Hans-Gert Pöttering, President of the European Parliament, etc.

This high-level event should be seen as part of the Commission's preparations for **a renewed Social Agenda which will be adopted before the summer**. It will look at the social challenges that accompany globalisation and explore what policies are needed within the Member States and at the level of global governance to ensure that globalisation becomes a force of social progress. In our opinion this means the EU is going to decide to fund initiatives towards the upgrade and improvement of Family and Social Affairs. Therefore CERN should investigate the possibility to get funds from EU the soonest possible.

## 4.2 European Social Funds

The European Social Fund (ESF) [6] is one of the EU's Structural Funds, set up to reduce differences in prosperity and living standards across EU Member States and regions, and therefore promoting economic and social cohesion.

The ESF is devoted to promoting employment in the EU. It helps Member States make Europe's workforce and companies better equipped to face new, global challenges. In short:

- Funding is spread across the Member States and regions, in particular those where economic development is less advanced.
- It is a key element of the EU's strategy for Growth and Jobs targeted at improving the lives of EU citizens by giving them better skills and better job prospects.
- Over the period 2007-2013 some €75 billion will be distributed to the EU Member States and regions to achieve its goals.

Projects can be funded up 3 years and ESF may contribute between 50% to 85% of the costs.

The fields of activities are:

- Workers and new skills
- Businesses undergoing change
- **Access to employment and social inclusion**
- Education and training
- **Women and jobs**
- **Fighting discrimination**
- Working in partnership
- Better public services
- Transnational projects and networks
- Innovative actions

To apply for the funds organizations have to go through the member state offices. In case of CERN this is most likely to be France but this would need to be investigated by the CERN legal office.

Each Member State or region, together with the European Commission agree on an Operational Programme for ESF funding for the 2007-2013 period. Operational Programmes set up the priorities for ESF intervention and their objectives.



Participants in ESF projects can be of many different types: public administrations, NGOs and social partners active in the field of employment and social inclusion, enterprises and other relevant stakeholders.

Potential participants in ESF actions should contact the ESF Managing Authority in their own Member State.

### 4.3 Frances ESF Priorities

Figure 13 shows the highest priority ESF activity fields for France for round 2007 – 2013 and the available funds in Euros. CERN could apply for funds for child care facilities under the activity field “Social Inclusion and Combating Discrimination”. The available funds are significant: **3.5 billion Euros**.

Priority axis	Community funding	National counterpart	Total funding
Adaptation to economic change	898 911 778	1 094 384 098	1 993 295 876
Access to employment for job seekers	1 274 606 474	1 264 320 759	2 538 927 233
Social inclusion and combating discrimination	1 755 845 348	1 747 879 388	3 503 724 736
Development of human capital	389 984 305	314 985 503	704 969 808
Technical assistance	175 216 070	75 092 583	250 308 653

Figure 13: Financial plan, regional competitiveness and employment objective for France, 2007-2013 (Euro)\*

Examples projects which were funded in the previous ESF round 2000-06 are listed below:

- Helping parents with childcare obligations [7]
- Flexible work arrangements to complement private life [8]
- Quality childcare in the community [9]
- Toolkits for gender equality [10]
- Combining work with family commitments [11]

The application for these funds needs to be under ‘the umbrella’ of CERN and has to be accompanied by the legal office of CERN and by any CERN management member who has knowledge on European programmes/matters/relations.

## 5 Summary and Recommendations

The CERN Child Care Initiative performed a survey of the needs of parents who were working at CERN in February 2008. This document presents the results of this survey where 129 answers were recorded, which represents only a fraction of the parents at CERN.

Based on this survey we conclude that the existing child care facilities do not meet the needs of the parents working at CERN. The number of places is insufficient and the fees for child care are unaffordable for most parents and in particular those (e.g. users) who do not get any allowances. In the following we will list in order of priority or recommendations based on the analysis of the survey.

1. In addition to the existing child care facilities CERN should provide 81(100) places and increase them to 100(120) places in the summer months for the children of researchers who work at CERN (users and staff) for

children from 4 months onwards if one assumes minimum (maximum) overlap between visits of children that need part-time child care. These numbers include the 20 places for under two year olds of the crèche in Meyrin which were available from summer 2008.

2. The new facilities should be placed at CERN.
3. The cost for child care at CERN should be subsidize for users and should take the income into account. Based on Figure 9 the average affordable fee per month is 656 Euros but with a rather large spread.
4. Drop-in facilities for short visits should be provided in addition such that parents for example who come for physics weeks to CERN have a possibility to attend the meetings.

The survey shows only the tip of the iceberg and needs to be re-done with the help of CERN management such that all parents at CERN can be reached.

This document also discussed the possibility of applying for funds from the European Social Fund for extending the child care facilities at CERN.

In summary the child care situation at CERN is very poor and the authors/signatories of this report would like to ask CERN management to address their situation with high priority.

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