



*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

# 2019

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## Notes

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### Percentages

Percentages are rounded to 2 decimal places.

### Apprentices

As of August 2016, newly appointed Apprentices (APPR) are no longer Employed Members of the Personnel (MPE), but Associated Members of the Personnel (MPA).

In order to avoid confusion and due to the small number of persons concerned, all of the 20 APPR are counted as MPA in the present statistics.

### Member States

A Member State Country is defined as being a country that is CERN Member State, Candidate for Accession, Associate Member State or Associate Member State in the pre-stage to Membership. All other countries are considered to be Non-Member State Countries (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 as at 31.12.2019 unless specified otherwise.

### Staff Members

Please note that 2660 in "headcount" equates to 2616.9 Full-time equivalents (FTEs) for 2019, of which 2556.0 FTEs were charged to CERN accounts and 60.9 FTEs to team accounts. Personnel "paid but not available" accounted for 24.9 FTEs and 1.5 FTE were on detachment, resulting in a staff strength of 2503.9 active FTEs charged to CERN accounts.

### MPA training

Tables 2, 3, 4 and figures 2, 11 in the 2016 Personnel Statistics document showed "MPA (excl. Users)", which also omitted the category MPA training. This has been amended as of the 2017 Personnel Statistics document.

### Historical data

Due to a change in system in 2016, some historical data for the years prior is not displayable.

# Members of the Personnel

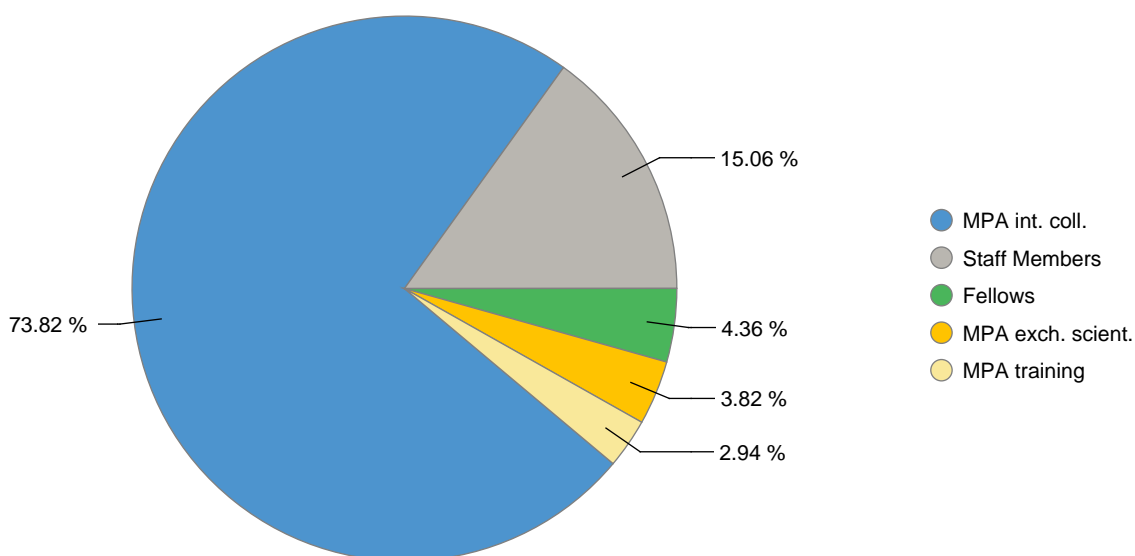
Table 1a. Total Number of Members of the Personnel by Department/Unit and Status - 31.12.2019

Dep./Unit	Status							Grand Total
	Staff Members	Fellows	Total MPE	MPA exch. scient.	MPA int. coll.	MPA training	Total MPA	
ATS	20	3	23	6	11	3	20	43
BE	431	98	529	92	71	91	254	783
DG	41	2	43	12			12	55
EN	410	103	513	5	72	78	155	668
EP	503	199	702	44	12,510	157	12,711	13,413
FAP	84	18	102		13	9	22	124
HR	76	6	82			6	6	88
HSE	169	38	207		21	13	34	241
IPT	54	8	62		6	9	15	77
IR	48	24	72	1	5	18	24	96
IT	220	83	303	1	112	27	140	443
PF	22	1	23			1	1	24
RCS	23	7	30		2	9	11	41
SMB	89	10	99		8	3	11	110
TE	448	132	580	11	190	94	295	875
TH	22	38	60	502	18	2	522	582
<b>Total</b>	<b>2,660</b>	<b>770</b>	<b>3,430</b>	<b>674</b>	<b>13,039</b>	<b>520</b>	<b>14,233</b>	<b>17,663</b>

Departures on 31st December are not deducted from end year strength.

Please refer to the Annex for the full names of the CERN status acronyms.

Figure 1. Members of the Personnel by Status - 31.12.2019



**Table 1b. Associated Members of the Personnel by Department/Unit and CERN Status - 31.12.2019**

Dep./Unit	MPA for training														Total MPA training
	ADMI			DOCT			TECH			TRNE			APPR		
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	MS	Total	
ATS	1		1							2		2			3
BE	2		2	51	2	53	22		22	14		14			91
EN	2		2	24		24	27		27	25		25			78
EP	4		4	86	1	87	39		39	26	1	27			157
FAP	3		3				5		5	1		1			9
HR	5		5							1		1			6
HSE	2		2	6		6	2		2	3		3			13
IPT	3		3	2		2				4		4			9
IR	6		6	5		5	2		2	5		5			18
IT	2		2	5		5	16		16	4		4			27
PF							1		1						1
RCS	2		2	3		3	1		1				3	3	9
SMB				1		1				2		2			3
TE	3		3	24	1	25	21		21	27	1	28	17	17	94
TH							1		1	1		1			2
<b>Total</b>	<b>35</b>	<b>0</b>	<b>35</b>	<b>207</b>	<b>4</b>	<b>211</b>	<b>137</b>	<b>0</b>	<b>137</b>	<b>115</b>	<b>2</b>	<b>117</b>	<b>20</b>	<b>20</b>	<b>520</b>

Dep./Unit	MPA for exchange of scientists											Total MPA exch. scient.
	CASS		GPRO			SASS			VISC			
	MS	Total	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS				1	1		1	1	1	3	4	6
BE									51	41	92	92
DG			1	1	2				8	2	10	12
EN									5		5	5
EP			4		4	16	6	22	10	8	18	44
IR									1		1	1
IT						1		1				1
TE						2		2	9		9	11
TH	1	1	1	1	2	4	1	5	408	86	494	502
<b>Total</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>9</b>	<b>23</b>	<b>8</b>	<b>31</b>	<b>493</b>	<b>140</b>	<b>633</b>	<b>674</b>



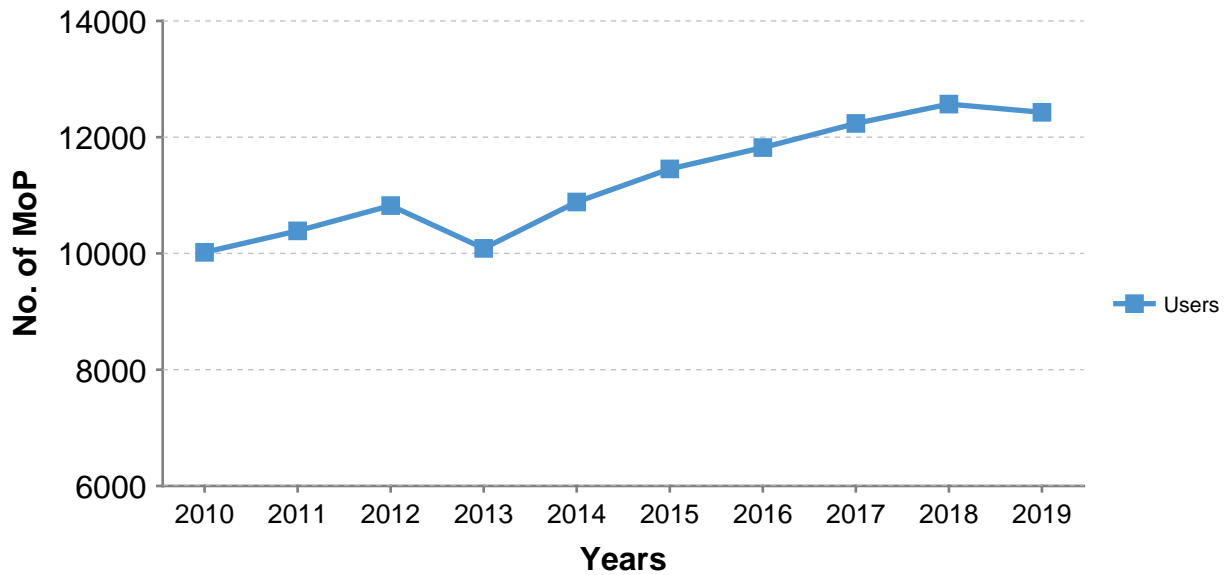
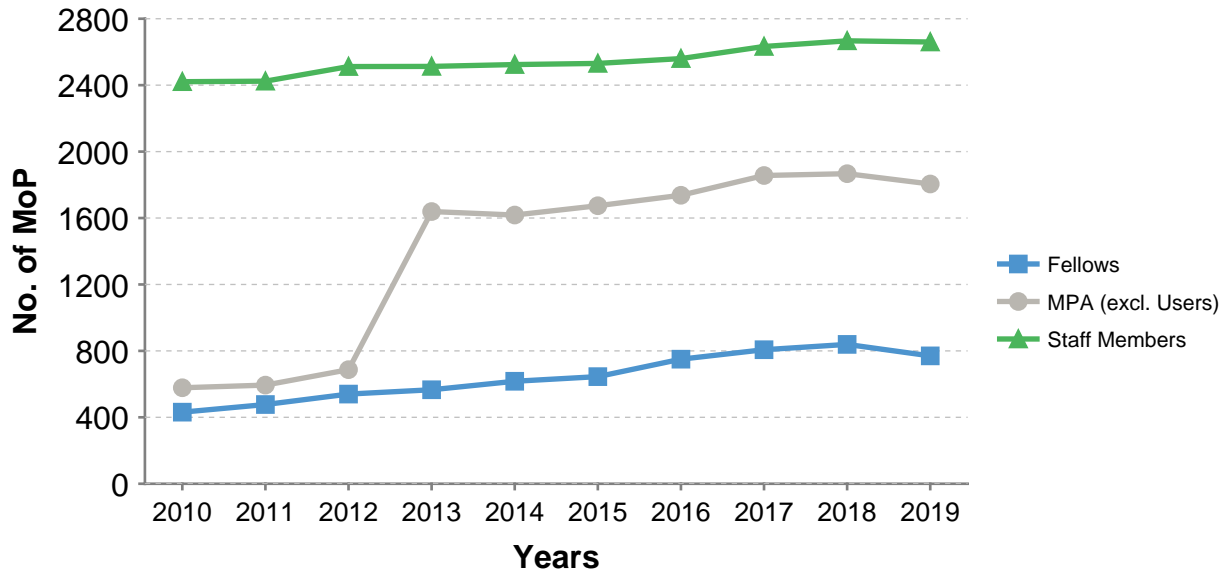
Dep./ Unit	MPA for international collaboration									Total MPA int. coll.
	COAS			PJAS			USER			
	MS	NMS	Total	MS	NMS	Total	MS	NMS	Total	
ATS	3		3	7	1	8				11
BE	27	9	36	28	7	35				71
EN	12	3	15	52	5	57				72
EP	55	7	62	43	13	56	8,050	4,342	12,392	12,510
FAP				12	1	13				13
HSE	18	2	20	1		1				21
IPT	5		5	1		1				6
IR	2	1	3	1	1	2				5
IT	37	12	49	27		27	25	11	36	112
RCS	1		1	1		1				2
SMB		1	1	7		7				8
TE	51	30	81	99	10	109				190
TH	14	4	18							18
<b>Total</b>	<b>225</b>	<b>69</b>	<b>294</b>	<b>279</b>	<b>38</b>	<b>317</b>	<b>8,075</b>	<b>4,353</b>	<b>12,428</b>	<b>13,039</b>

Please refer to the Annex for the full names of the CERN status acronyms.

**Table 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 5 years**

	Staff Members	↕	Fellows	↕	Subtotal	↕	MPA (excl. Users)	↕	Users	↕	Subtotal	↕	Grand Total	↕
31.12.2015	2,531	7	645	28	3,176	35	1,674	56	11,454	569	13,128	625	16,304	660
31.12.2016	2,560	29	750	105	3,310	134	1,737	63	11,821	367	13,558	430	16,868	564
31.12.2017	2,633	73	807	57	3,440	130	1,856	119	12,236	415	14,092	534	17,532	664
31.12.2018	2,667	34	839	32	3,506	66	1,867	11	12,569	333	14,436	344	17,942	410
31.12.2019	2,660	-7	770	-69	3,430	-76	1,805	-62	12,428	-141	14,233	-203	17,663	-279

**Figure 2. Evolution in the Number of Staff Members, Fellows and MPA over the last 10 years**



The scale has been adjusted for better readability.

Note: The increase in "MPA (excl. Users)" observed between 2012 and 2013 is due primarily to the categorisation of our personnel statuses with the introduction of MPAC, MPAX, MPAT.

**Table 3. Staff Members, Fellows & MPA (excluding Users) by Professional Category at end of 2018 and 2019**

Professional Category	2018						2019					
	Staff		Fellows & MPA (excl. Users)		Total		Staff		Fellows & MPA (excl. Users)		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>1. Research Physicists</b>	85	3.19	1,070	39.54	<b>1,155</b>	21.50	83	3.12	972	37.75	<b>1,055</b>	20.15
<b>2. Scientific &amp; Eng. work</b>	1,194	44.77	1,346	49.74	<b>2,540</b>	47.27	1,196	44.96	1,258	48.85	<b>2,454</b>	46.88
<b>3. Technical work</b>	877	32.88	177	6.54	<b>1,054</b>	19.62	864	32.48	228	8.85	<b>1,092</b>	20.86
<b>4. Manual work</b>	50	1.87	17	0.63	<b>67</b>	1.25	54	2.03	17	0.66	<b>71</b>	1.36
<b>5a. Prof. Admin. work</b>	177	6.64	51	1.88	<b>228</b>	4.24	186	6.99	52	2.02	<b>238</b>	4.55
<b>5b/5c. Office and Admin. work</b>	284	10.65	45	1.66	<b>329</b>	6.12	277	10.41	48	1.86	<b>325</b>	6.21
<b>Total</b>	<b>2,667</b>	<b>100</b>	<b>2,706</b>	<b>100</b>	<b>5,373</b>	<b>100</b>	<b>2,660</b>	<b>100</b>	<b>2,575</b>	<b>100</b>	<b>5,235</b>	<b>100</b>

**Table 4. Staff Members, Fellows and MPA (excluding Users) by Gender and Professional Category - 31.12.2019**

Professional Category	Staff Members				Fellows				MPA (excl. Users)			
	F	M	Total	%	F	M	Total	%	F	M	Total	%
<b>1. Research Physicists</b>	5	78	<b>83</b>	3.12	22	85	<b>107</b>	13.90	119	746	<b>865</b>	47.92
<b>%</b>	6.02	93.98	<b>100</b>		20.56	79.44	<b>100</b>		13.76	86.24	<b>100</b>	
<b>2. Scientific &amp; Eng. work</b>	147	1,049	<b>1,196</b>	44.96	103	401	<b>504</b>	65.45	180	574	<b>754</b>	41.77
<b>%</b>	12.29	87.71	<b>100</b>		20.44	79.56	<b>100</b>		23.87	76.13	<b>100</b>	
<b>3. Technical work</b>	56	808	<b>864</b>	32.48	14	102	<b>116</b>	15.06	4	108	<b>112</b>	6.20
<b>%</b>	6.48	93.52	<b>100</b>		12.07	87.93	<b>100</b>		3.57	96.43	<b>100</b>	
<b>4. Manual work</b>	2	52	<b>54</b>	2.03					1	16	<b>17</b>	0.94
<b>%</b>	3.70	96.30	<b>100</b>						5.88	94.12	<b>100</b>	
<b>5a. Prof. Admin. work</b>	95	91	<b>186</b>	6.99	25	9	<b>34</b>	4.42	9	9	<b>18</b>	1.00
<b>%</b>	51.08	48.92	<b>100</b>		73.53	26.47	<b>100</b>		50.00	50.00	<b>100</b>	
<b>5b/5c. Office and Admin. work</b>	243	34	<b>277</b>	10.41	7	2	<b>9</b>	1.17	31	8	<b>39</b>	2.16
<b>%</b>	87.73	12.27	<b>100</b>		77.78	22.22	<b>100</b>		79.49	20.51	<b>100</b>	
<b>Total</b>	<b>548</b>	<b>2,112</b>	<b>2,660</b>	<b>100</b>	<b>171</b>	<b>599</b>	<b>770</b>	<b>100</b>	<b>344</b>	<b>1,461</b>	<b>1,805</b>	<b>100</b>

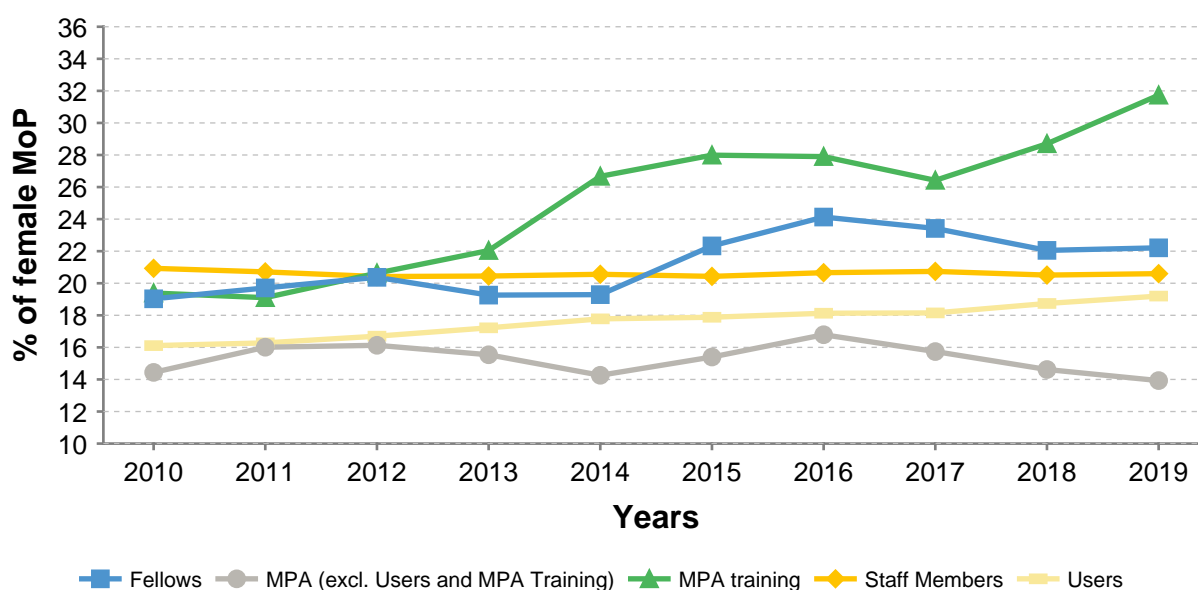
**Table 5a. Number and Proportion of Female MPE by Department/Unit and Status - 31.12.2019**

Dep. / Unit	Staff Members			Fellows			Total MPE		
	F	Total	% F	F	Total	% F	F	Total	% F
ATS	8	20	40.00	2	3	66.67	10	23	43.48
BE	57	431	13.23	12	98	12.24	69	529	13.04
DG	25	41	60.98	1	2	50.00	26	43	60.47
EN	41	410	10.00	24	103	23.30	65	513	12.67
EP	88	503	17.50	39	199	19.60	127	702	18.09
FAP	44	84	52.38	3	18	16.67	47	102	46.08
HR	66	76	86.84	5	6	83.33	71	82	86.59
HSE	35	169	20.71	18	38	47.37	53	207	25.60
IPT	24	54	44.44	5	8	62.50	29	62	46.77
IR	28	48	58.33	17	24	70.83	45	72	62.50
IT	31	220	14.09	10	83	12.05	41	303	13.53
PF	13	22	59.09	1	1	100.00	14	23	60.87
RCS	12	23	52.17	2	7	28.57	14	30	46.67
SMB	27	89	30.34	4	10	40.00	31	99	31.31
TE	45	448	10.04	22	132	16.67	67	580	11.55
TH	4	22	18.18	6	38	15.79	10	60	16.67
<b>Total</b>	<b>548</b>	<b>2,660</b>	<b>20.60</b>	<b>171</b>	<b>770</b>	<b>22.21</b>	<b>719</b>	<b>3,430</b>	<b>20.96</b>

**Table 5b. Number and Proportion of Female MPA by Department/Unit and Status - 31.12.2019**

Dep. / Unit	MPA Exch. scient.			MPA Int. coll.			MPA Training			Total MPA		
	F	Total	% F	F	Total	% F	F	Total	% F	F	Total	% F
ATS	2	6	33.33	7	11	63.64	2	3	66.67	11	20	55.00
BE	10	92	10.87	8	71	11.27	25	91	27.47	43	254	16.93
DG	1	12	8.33							1	12	8.33
EN	1	5	20.00	13	72	18.06	26	78	33.33	40	155	25.81
EP	11	44	25.00	2,393	12,510	19.13	39	157	24.84	2,443	12,711	19.22
FAP				1	13	7.69	5	9	55.56	6	22	27.27
HR							4	6	66.67	4	6	66.67
HSE				6	21	28.57	6	13	46.15	12	34	35.29
IPT				3	6	50.00	5	9	55.56	8	15	53.33
IR	1	1	100.00	4	5	80.00	11	18	61.11	16	24	66.67
IT	0	1	0.00	19	112	16.96	7	27	25.93	26	140	18.57
PF							0	1	0.00	0	1	0.00
RCS				1	2	50.00	5	9	55.56	6	11	54.55
SMB				1	8	12.50	1	3	33.33	2	11	18.18
TE	0	11	0.00	22	190	11.58	28	94	29.79	50	295	16.95
TH	60	502	11.95	1	18	5.56	1	2	50.00	62	522	11.88
<b>Total</b>	<b>86</b>	<b>674</b>	<b>12.76</b>	<b>2,479</b>	<b>13,039</b>	<b>19.01</b>	<b>165</b>	<b>520</b>	<b>31.73</b>	<b>2,730</b>	<b>14,233</b>	<b>19.18</b>

**Figure 3. Evolution in the Percentage of Female Members of the Personnel by Status over the last 10 years**



The scale has been adjusted for better readability.

**Table 6. Average Age by Professional Category, Status and Type of Contract - 31.12.2019**

Professional Categories	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
<b>Professional Category</b>								
<b>Status and Type of Contract</b>		1	2	3	4	5a	5b/5c	
Staff Members	LD	37.73	36.37	36.06	38.49	39.40	37.66	<b>36.77</b>
	IC	52.00	50.33	48.58	49.53	51.37	49.27	<b>49.75</b>
Fellows		32.52	30.41	25.65		30.74	27.78	<b>29.97</b>
MPA excl. scient.		49.60	47.32	33.00		49.00		<b>49.49</b>
MPA int. coll.		42.00	43.34	46.45	59.00	46.10	37.00	<b>42.44</b>
MPA training		23.67	26.22	23.50	18.94	30.50	25.26	<b>25.95</b>
								<b>45.40</b>

**Table 7. Evolution in the Number of Members of the Personnel with Marital Status "Partnership"**

	MPE	↕	%	MPA	↕	%	Total	↕	%
2017	262		21.86	75		50.00	337		27.17
2018	297		13.36	114		52.00	411		21.96
2019	338		13.80	147		28.95	485		18.00

**Table 8. Number of Members of the Personnel with Marital Status "Partnership" by Gender and Status - 31.12.2019**

Gender	Status										Total
	MPE		MPA							Total	
	STAF	FELL	ADMI	DOCT	TECH	TRNE	VISC	COAS	PJAS		
<b>F</b>	42	18	2	3	2	1		3	4	24	<b>99</b>
<b>M</b>	207	71	1	14	5	2	9	4	15	58	<b>386</b>
<b>Total</b>	249	89	3	17	7	3	9	7	19	82	<b>485</b>

# Staff and Fellows

**Table 9. Number of Fellows by Category - 31.12.2019**

Category	No. of Fellows	%
<b>CERN</b>	507	65.84
<b>Graduate Engineering</b>	132	17.14
<b>Marie Curie</b>	44	5.71
<b>Tech. Training Experience</b>	87	11.30
<b>Total</b>	770	100

**Table 10. Staff Members by Professional Category and Working Hours - 31.12.2019\***

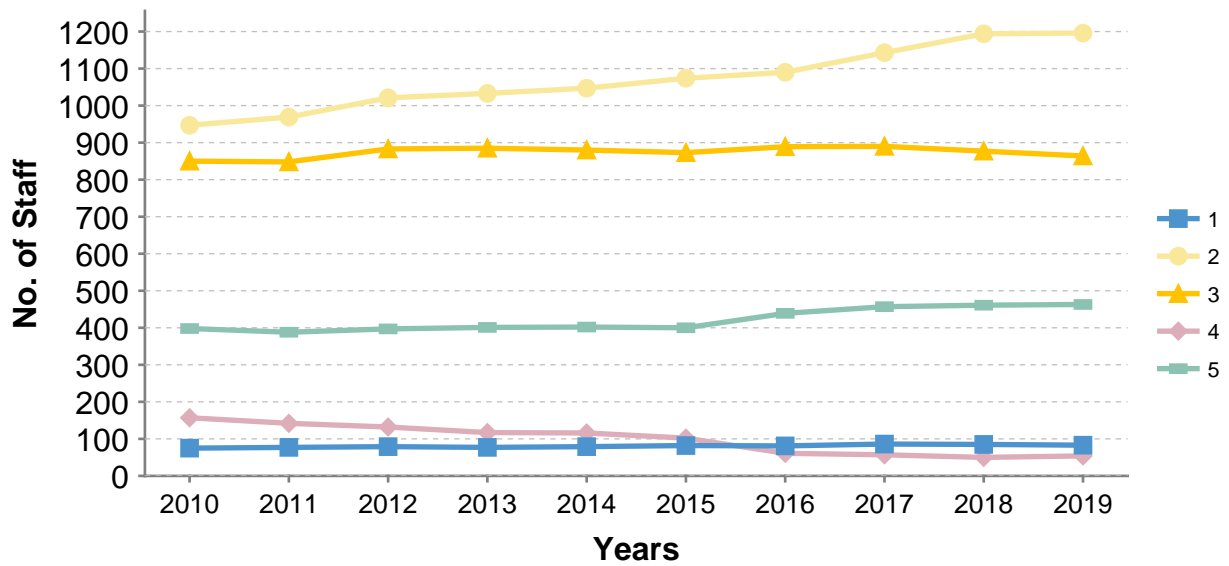
Working hours	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total	%
<b>20</b>		13	10		4	6	<b>33</b>	1.24
<b>24</b>		2	3		1	3	<b>9</b>	0.34
<b>26</b>			1				<b>1</b>	0.04
<b>28</b>	1	4	2			2	<b>9</b>	0.34
<b>30</b>	1	1	3				<b>5</b>	0.19
<b>32</b>		10	7		2	12	<b>31</b>	1.16
<b>35</b>						1	<b>1</b>	0.04
<b>36</b>	1	16	6		5	17	<b>45</b>	1.69
<b>38</b>			1				<b>1</b>	0.04
<b>40</b>	80	1,150	832	54	174	236	<b>2,526</b>	94.93
<b>Total</b>	83	1,196	865	54	186	277	<b>2,661</b>	100
<b>%</b>	3.12	44.95	32.51	2.03	6.99	10.41	<b>100</b>	

\* Including 26 Staff Members on PRP.

**Table 11. Staff Members by Professional Category over the last 10 years**

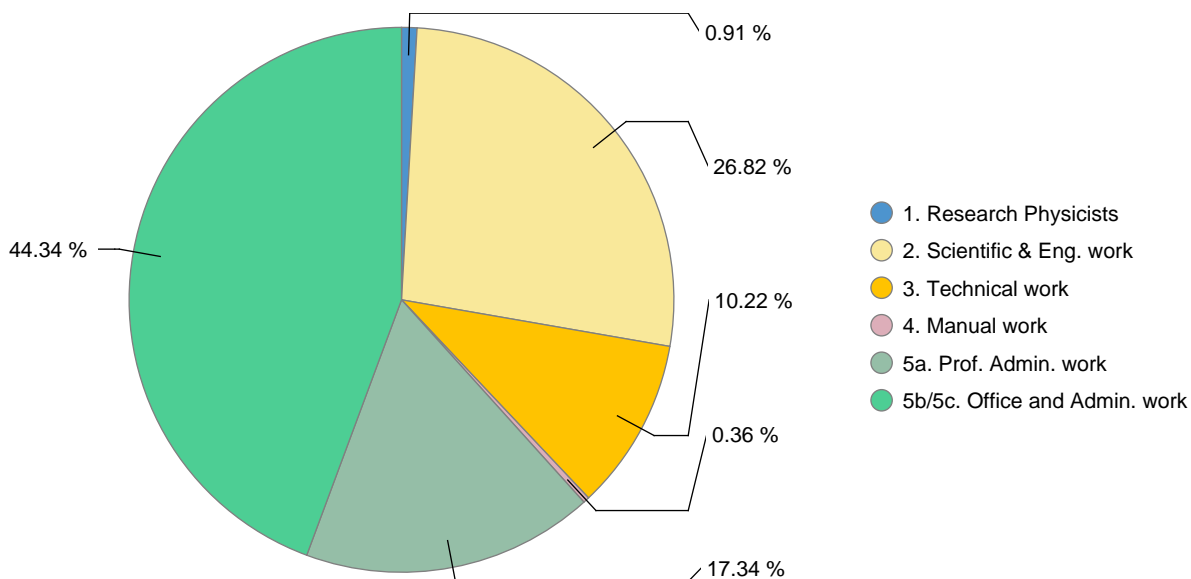
Professional Category	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
<b>1. Research Physicists</b>	75	77	79	77	79	82	81	86	85	83
<b>2. Scientific &amp; Eng. work</b>	947	969	1,021	1,033	1,047	1,074	1,090	1,143	1,194	1,196
<b>3. Technical work</b>	850	848	883	885	880	873	889	890	877	864
<b>4. Manual work</b>	157	142	132	117	116	102	61	57	50	54
<b>5a. Prof. Admin. work</b>	121	120	124	137	139	142	161	175	177	186
<b>5b/5c. Office and Admin. work</b>	277	268	273	264	263	258	278	282	284	277
<b>Total</b>	<b>2,427</b>	<b>2,424</b>	<b>2,512</b>	<b>2,513</b>	<b>2,524</b>	<b>2,531</b>	<b>2,560</b>	<b>2,633</b>	<b>2,667</b>	<b>2,660</b>

**Figure 4. Staff Members by Professional Category over the last 10 years**





**Figure 5. Female Staff Members by Professional Category - 31.12.2019**



**Table 12a. Staff Members by Professional Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2019**

Gender		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total	%
Regular Teleworking	F	1	13	4		18	43	79	14.42
	M	1	41	17		12	1	72	3.41
	<b>Total</b>	<b>2</b>	<b>54</b>	<b>21</b>		<b>30</b>	<b>44</b>	<b>151</b>	<b>5.68</b>
Ad-hoc Teleworking	F	1	76	15		80	122	294	53.65
	M	17	443	138	2	55	8	663	31.39
	<b>Total</b>	<b>18</b>	<b>519</b>	<b>153</b>	<b>2</b>	<b>135</b>	<b>130</b>	<b>957</b>	<b>35.97</b>
Saved Leave	F	1	85	40	1	61	165	353	64.42
	M	7	466	443	32	51	10	1,009	47.77
	<b>Total</b>	<b>8</b>	<b>551</b>	<b>483</b>	<b>33</b>	<b>112</b>	<b>175</b>	<b>1,362</b>	<b>51.20</b>

Regular teleworking and saved leave uptake data is based on the status at 31.12.2019. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Percentages shown are with respect to total Staff population, by gender.

Saved Leave	1 Slice (5,5 days)	2 Slices (11 days)	3 Slices (16,5 days)	4 Slices (22 days)	Total
<b>F</b>	112	68	24	149	<b>353</b>
<b>%</b>	31.73	19.26	6.80	42.21	100
<b>M</b>	544	188	52	225	<b>1,009</b>
<b>%</b>	53.91	18.63	5.15	22.30	100
<b>Total</b>	656	256	76	374	1,362
<b>%</b>	48.16	18.80	5.58	27.46	100

**Table 12b. Fellows by Category, Gender and Programmes for Flexibility in Working Conditions - 31.12.2019**

Gender		CERN	Graduate Engineering	Marie Curie	Tech. Training Experience	Total	%
Regular Teleworking	M	3	1			4	0.67
	<b>Total</b>	<b>3</b>	<b>1</b>			<b>4</b>	<b>0.52</b>
Ad-hoc Teleworking	F	54	7	1		62	36.26
	M	122	18	4	7	151	25.21
	<b>Total</b>	<b>176</b>	<b>25</b>	<b>5</b>	<b>7</b>	<b>213</b>	<b>27.66</b>

Regular teleworking uptake data is based on the status at 31.12.2019. For what concerns occasional teleworking, the data shows any telework taken at any time during the year.

Percentages shown are with respect to total Fellow population, by gender.

**Table 13. Evolution in the Number of Personnel receiving Family Allowance, Number of Children and Infants over the last 10 years**

Year	Personnel receiving Family allow.	Total No. of Children	No. of Infants (<3 years)	Average Age of Children as at 31.12.
2010	1,953	2,679	433	10.03
2011	1,952	2,753	423	10.05
2012	2,004	2,884	466	10.05
2013	1,994	2,893	394	10.26
2014	2,031	2,919	398	10.35
2015	2,035	2,912	374	10.53
2016	2,190	2,925	434	11.01
2017	2,286	2,990	447	11.05
2018	2,358	3,054	449	11.23
2019	2,375	3,030	448	11.49

**Table 14a. Staff Members by Type of Contract and Years of Service - 31.12.2019**

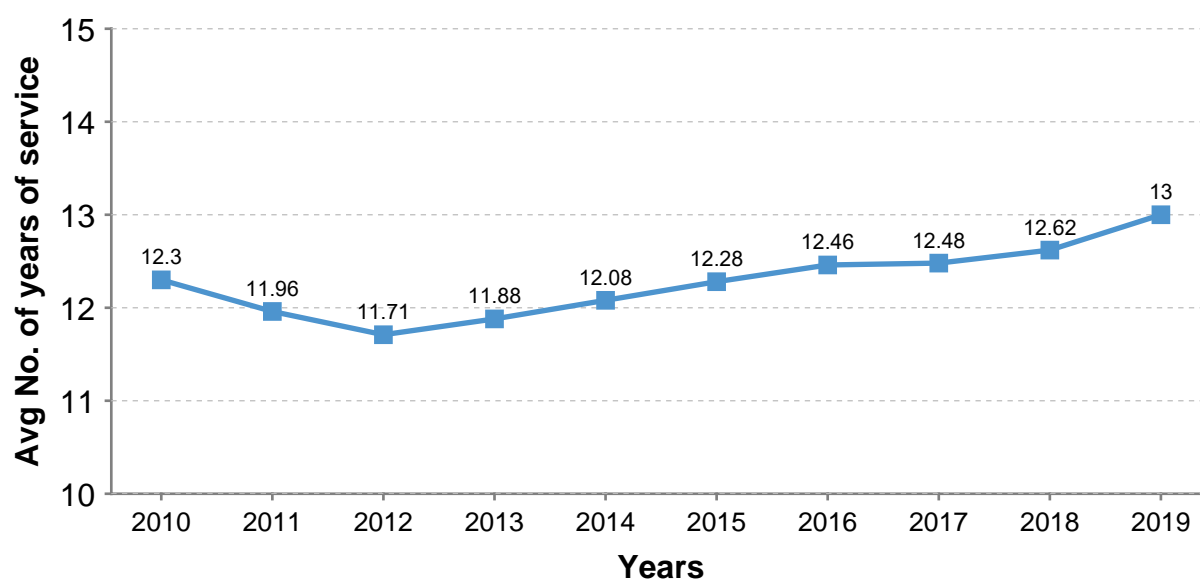
Completed Years of Service in 2019	Type of Contract						Grand Total	%
	Limited Duration Contract		Indefinite Contract		Total			
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time		
0-4	694	6	11		705	6	711	26.72
5-9	189	3	279	2	468	5	473	17.78
10-14			319	17	319	17	336	12.63
15-19			399	32	399	32	431	16.20
20-24			303	26	303	26	329	12.36
25-29			192	14	192	14	206	7.74
30-34			88	11	88	11	99	3.72
>= 35			52	24	52	24	76	2.86
<b>Total</b>	<b>883</b>	<b>9</b>	<b>1,643</b>	<b>126</b>	<b>2,526</b>	<b>135</b>	<b>2,661</b>	<b>100</b>

Note: Entry may have taken place under a different contract status, followed by conversion to Staff Member, in which case only the service as Staff Member is counted.

**Table 14b. Staff Members on Limited Duration Contract by Professional Category and Years of Service - 31.12.2019**

Completed Years of Service in 2019	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
0	6	40	33	9	13	11	112	12.56
1	8	78	46	1	9	11	153	17.15
2	12	76	59	3	14	17	181	20.29
3	7	46	35	1	9	17	115	12.89
4	7	57	46	8	5	16	139	15.58
5	1	34	24	11	6	21	97	10.87
6		24	16	3	1	5	49	5.49
7		20	17	1	1	7	46	5.16
<b>Total</b>	<b>41</b>	<b>375</b>	<b>276</b>	<b>37</b>	<b>58</b>	<b>105</b>	<b>892</b>	<b>100</b>

**Figure 6. Evolution in the Average Number of Years of Service of Staff Members over the last 10 years (see also Fig. 9)**



The scale has been adjusted for better readability.

**Table 15. Staff Members by Professional Category and Years of Service 31.12.2019**

Completed Years of Service in 2019	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
0-4	43	303	219	22	52	72	711	26.73
5-9	10	212	161	16	26	48	473	17.78
10-14	6	128	142	6	17	37	336	12.63
15-19	4	158	166	6	25	72	431	16.20
20-24	9	191	78	2	29	19	328	12.33
25-29	11	113	52	1	20	9	206	7.74
30-34		53	25	1	12	8	99	3.72
>= 35		38	21		5	12	76	2.86
<b>Total</b>	83	1,196	864	54	186	277	2,660	100
<b>Average Years of service of Staff Members</b>	9.71	13.88	12.43	7.35	14.22	12.25	13.00	

**Table 16. Staff Members by Professional Category and Type of Contract - 31.12.2019**

Professional Category	Type of contract				Total	%
	Limited Duration Contract	%	Indefinite Contract	%		
1. Research Physicists	41	49.40	42	50.60	83	3.12
2. Scientific & Eng. work	375	31.35	821	68.65	1,196	44.96
3. Technical work	276	31.94	588	68.06	864	32.48
4. Manual work	37	68.52	17	31.48	54	2.03
5a. Prof. Admin. work	58	31.18	128	68.82	186	6.99
5b/5c. Office and Admin. work	105	37.91	172	62.09	277	10.41
<b>Total</b>	892	33.53	1,768	66.47	2,660	100

**Table 17. Staff Members by Gender and Type of Contract - 31.12.2019**

Gender	Type of contract				Total	%
	Limited Duration Contract	%	Indefinite Contract	%		
F	181	33.03	367	66.97	548	20.60
M	711	33.66	1,401	66.34	2,112	79.40
<b>Total</b>	892	33.53	1,768	66.47	2,660	100

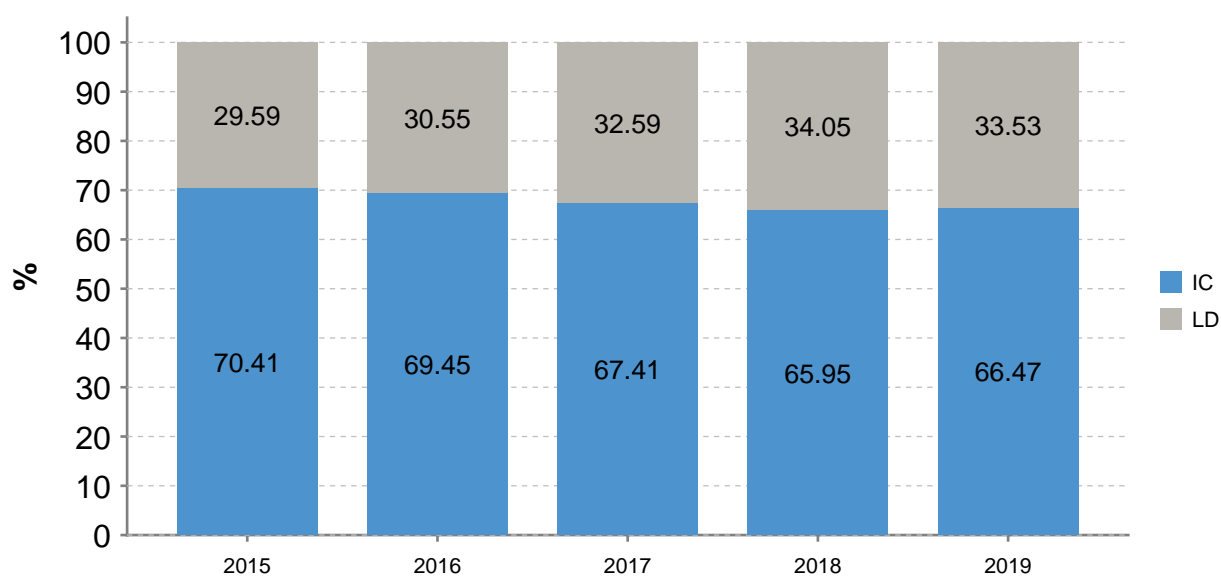
**Table 18. Evolution in the Numbers of Staff Members by Professional Category and Type of Contract over the last 5 years**

Professional Categories		1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work
-------------------------	--	------------------------	---------------------------	-------------------	----------------	-----------------------	-------------------------------

Category	Type of Contract	2015	%	2016	%	2017	%	2018	%	2019	%
		1	LD	41	50.00	39	48.15	43	50.00	44	51.76
	IC	41	50.00	42	51.85	43	50.00	41	48.24	42	50.60
2	LD	295	27.47	307	28.17	343	30.01	383	32.08	375	31.35
	IC	779	72.53	783	71.83	800	69.99	811	67.92	821	68.65
3	LD	250	28.64	257	28.91	274	30.79	285	32.50	276	31.94
	IC	623	71.36	632	71.09	616	69.21	592	67.50	588	68.06
4	LD	40	39.22	35	57.38	35	61.40	31	62.00	37	68.52
	IC	62	60.78	26	42.62	22	38.60	19	38.00	17	31.48
5a	LD	41	28.87	46	28.57	57	32.57	57	32.20	58	31.18
	IC	101	71.13	115	71.43	118	67.43	120	67.80	128	68.82
5b/5c	LD	82	31.78	98	35.25	106	37.59	108	38.03	105	37.91
	IC	176	68.22	180	64.75	176	62.41	176	61.97	172	62.09
<b>Total</b>	LD	749	29.59	782	30.55	858	32.59	908	34.05	892	33.53
<b>Total</b>	IC	1,782	70.41	1,778	69.45	1,775	67.41	1,759	65.95	1,768	66.47
<b>Grand Total</b>		<b>2,531</b>		<b>2,560</b>		<b>2,633</b>		<b>2,667</b>		<b>2,660</b>	

**Figure 7. Evolution in the Number of Staff Members by Type of Contract over the last 5 years**



**Table 19. Staff Members by Nationality and Type of Residence - 31.12.2019**

Nationality	Type of Residence								Total	
	Recruited before 1 January 2007				Recruited as of 1 January 2007					
	Non Resident		Resident		International Indemnity		Non International Indemnity		No.	%
No.	%	No.	%	No.	%	No.	%	No.	%	
AT	29	3.39			26	2.77			55	2.07
BE	78	9.11	1	0.30	20	2.13	3	0.56	102	3.83
BG	5	0.58			10	1.06			15	0.56
CH	66	7.71	55	16.67	18	1.92	85	15.89	224	8.42
CY	1	0.12			1	0.11			2	0.08
CZ	1	0.12			5	0.53	1	0.19	7	0.26
DE	102	11.92	5	1.52	66	7.03	1	0.19	174	6.54
DK	8	0.93			8	0.85	2	0.37	18	0.68
ES	49	5.72	7	2.12	101	10.76	5	0.93	162	6.09
FI	12	1.40			17	1.81	1	0.19	30	1.13
FR	149	17.41	243	73.64	177	18.85	408	76.26	977	36.73
GB	101	11.80	5	1.52	100	10.65	11	2.06	217	8.16
GR	9	1.05			40	4.26			49	1.84
HU	4	0.47			12	1.28	1	0.19	17	0.64
IL					3	0.32			3	0.11
IN	1	0.12			1	0.11	1	0.19	3	0.11
IT	125	14.60	12	3.64	168	17.89	8	1.50	313	11.77
LT					2	0.21			2	0.08
NL	51	5.96	1	0.30	12	1.28	1	0.19	65	2.44
NO	5	0.58			13	1.38			18	0.68
PK					2	0.21			2	0.08
PL	20	2.34			58	6.18			78	2.93
PT	15	1.75	1	0.30	37	3.94	3	0.56	56	2.11
RO					16	1.70	1	0.19	17	0.64
RS					5	0.53			5	0.19
SE	16	1.87			6	0.64	2	0.37	24	0.90
SI					1	0.11			1	0.04
SK	7	0.82			4	0.43	1	0.19	12	0.45
TR					1	0.11			1	0.04
UA					1	0.11			1	0.04
NMS	2	0.23			8	0.85			10	0.38
<b>Total</b>	856	100	330	100	939	100	535	100	2,660	100

**Table 20. Other Members of the Personnel by Nationality and Status - 31.12.2019**

Nationality	Fellows		MPA training *		MPA (excl. Users and MPA training) *		Users		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
AT	11	1.43	24	4.62	15	1.17	100	0.80	150	1.00
BE	7	0.91	2	0.38	8	0.62	114	0.92	131	0.87
BG	6	0.78	3	0.58	12	0.93	72	0.58	93	0.62
CH	23	2.99	30	5.77	32	2.49	204	1.64	289	1.93
CY	3	0.39	1	0.19	3	0.23	21	0.17	28	0.19
CZ	9	1.17	6	1.15	7	0.54	221	1.78	243	1.62
DE	47	6.10	64	12.31	104	8.09	1,208	9.72	1,423	9.48
DK	2	0.26	8	1.54	5	0.39	50	0.40	65	0.43
ES	87	11.30	53	10.19	114	8.87	411	3.31	665	4.43
FI	9	1.17	4	0.77	10	0.78	72	0.58	95	0.63
FR	104	13.51	38	7.31	75	5.84	774	6.23	991	6.61
GB	51	6.62	20	3.85	58	4.51	736	5.92	865	5.77
GR	54	7.01	48	9.23	48	3.74	221	1.78	371	2.47
HR	2	0.26	2	0.38	4	0.31	46	0.37	54	0.36
HU	8	1.04	6	1.15	7	0.54	78	0.63	99	0.66
IL	1	0.13			5	0.39	58	0.47	64	0.43
IN	14	1.82	8	1.54	22	1.71	370	2.98	414	2.76
IT	128	16.62	79	15.19	236	18.37	1,888	15.19	2,331	15.54
LT	3	0.39	1	0.19	1	0.08	31	0.25	36	0.24
NL	12	1.56	9	1.73	12	0.93	169	1.36	202	1.35
NO	20	2.60	18	3.46	9	0.70	62	0.50	109	0.73
PK	2	0.26	6	1.15	35	2.72	63	0.51	106	0.71
PL	60	7.79	35	6.73	100	7.78	317	2.55	512	3.41
PT	23	2.99	18	3.46	63	4.90	97	0.78	201	1.34
RO	13	1.69	7	1.35	4	0.31	145	1.17	169	1.13
RS	5	0.65	3	0.58	7	0.54	49	0.39	64	0.43
SE	4	0.52	7	1.35	9	0.70	75	0.60	95	0.63
SI			2	0.38	4	0.31	33	0.27	39	0.26
SK	9	1.17	4	0.77	4	0.31	129	1.04	146	0.97
TR	3	0.39	5	0.96	5	0.39	164	1.32	177	1.18
UA	6	0.78	3	0.58	9	0.70	97	0.78	115	0.77
NMS	44	5.71	6	1.15	258	20.08	4,353	35.03	4,661	31.07
<b>Total</b>	<b>770</b>	<b>100</b>	<b>520</b>	<b>100</b>	<b>1,285</b>	<b>100</b>	<b>12,428</b>	<b>100</b>	<b>15,003</b>	<b>100</b>
%	5.13		3.47		8.56		82.84		100	

\* partially or totally paid by CERN.



**Table 21. Staff Members by Nationality, Professional Category and Gender - 31.12.2019**

Nat.		Professional Category												Grand Total	
		1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b/5c. Office and Admin. work			
		All	F	All	F	All	F	All	F	All	F	All	F		
AT	4		43	6	3	1			4	1	1	1	55	9	
BE	3	1	44	3	31	3			18	6	6	5	102	18	
BG			11	3	2				1		1	1	15	4	
CH	4		87	9	69	6	1		19	8	44	40	224	63	
CY	1		1	1									2	1	
CZ			5	2			1				1	1	7	3	
DE	18	1	120	7	18	3	4		9	5	5	4	174	20	
DK	1		8		6				1	1	2	2	18	3	
ES	3		109	25	33	3	4		7	6	6	5	162	39	
FI	1		9	1	7		4		4		5	5	30	6	
FR	7	1	220	31	518	28	25		59	39	148	125	977	224	
GB	12	1	98	7	52	3	7	2	26	15	22	21	217	49	
GR			31	4	9				4	2	5	5	49	11	
HU			13	2	3						1	1	17	3	
IL	3												3	0	
IN			2	1					1				3	1	
IT	13	1	223	31	47	2	3		14	4	13	12	313	50	
LT			1								1	1	2	1	
NL	2		36	1	19	3	1		7	2			65	6	
NO	1		2		12	1			2		1	1	18	2	
PK			1						1				2	0	
PL			56	7	16	2			3	2	3	3	78	14	
PT	1		34	2	12		2		4	3	3	2	56	7	
RO			10		2	1					5	4	17	5	
RS	1		3	1	1								5	1	
SE			14	1	3		2		2	1	3	3	24	5	
SI					1								1	0	
SK			11								1	1	12	1	
TR			1										1	0	
UA			1	1									1	1	
NMS	8		2	1									10	1	
<b>Total</b>	<b>83</b>	<b>5</b>	<b>1,196</b>	<b>147</b>	<b>864</b>	<b>56</b>	<b>54</b>	<b>2</b>	<b>186</b>	<b>95</b>	<b>277</b>	<b>243</b>	<b>2,660</b>	<b>548</b>	

**Table 22. Staff Members by Nationality, Grade and Gender - 31.12.2019**

Nat.	Grade																Grand Total					
	1		2		3		4		5		6		7		8				9		10	
	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F	All	F		
AT					1		1	1	2	1	14	2	10		19	5	6		2		<b>55</b>	<b>9</b>
BE							9	3	21	2	18	6	21	5	19	2	12		2		<b>102</b>	<b>18</b>
BG					2	1			1		5		4	3	3						<b>15</b>	<b>4</b>
CH					22	15	43	16	43	13	27	6	41	8	29	5	14		5		<b>224</b>	<b>63</b>
CY											1	1							1		<b>2</b>	<b>1</b>
CZ					2	1					4	2	1								<b>7</b>	<b>3</b>
DE		1		3	3	8	2	12	2	44	8	28	1	36	1	35	2	7	1		<b>174</b>	<b>20</b>
DK				2	1	1	1	4		5		3		1		1		1	1		<b>18</b>	<b>3</b>
ES		3		8	2	16	3	16	3	58	13	34	10	20	6	5	2	2			<b>162</b>	<b>39</b>
FI		4		1	1	4		7	4	5	1	3		3		3					<b>30</b>	<b>6</b>
FR		12		117	31	341	84	203	34	131	27	75	20	71	19	22	8	5	1		<b>977</b>	<b>224</b>
GB		3	1	13	6	33	10	26	7	51	12	30	7	32	2	23	4	6			<b>217</b>	<b>49</b>
GR				5	3	5	2	4		21	4	5	1	5		3		1	1		<b>49</b>	<b>11</b>
HU				3	1			1		8	1	4		1	1						<b>17</b>	<b>3</b>
IL										2		1									<b>3</b>	<b>0</b>
IN										1		1				1	1				<b>3</b>	<b>1</b>
IT		1		13	5	23	5	22	3	83	13	65	10	55	8	40	5	11	1		<b>313</b>	<b>50</b>
LT				1	1					1											<b>2</b>	<b>1</b>
NL		1		2	1	1		15	2	8		12	1	14	1	11		1	1		<b>65</b>	<b>6</b>
NO				6		5	1	2	1			1		3				1			<b>18</b>	<b>2</b>
PK										2											<b>2</b>	<b>0</b>
PL				6	1	12	4	1		32	6	16	2	10	1			1			<b>78</b>	<b>14</b>
PT		1		1		8	1	6	1	21	1	10	1	7	2	2	1				<b>56</b>	<b>7</b>
RO				2	2	4	3	1		8		2									<b>17</b>	<b>5</b>
RS								1		4	1										<b>5</b>	<b>1</b>
SE		2		2	1	2	1	2	1	1		2	1	8	1	5					<b>24</b>	<b>5</b>
SI								1													<b>1</b>	<b>0</b>
SK				1	1					1		5		5							<b>12</b>	<b>1</b>
TR										1											<b>1</b>	<b>0</b>
UA										1	1										<b>1</b>	<b>1</b>
NMS										7		1		1		1	1	1			<b>10</b>	<b>1</b>
<b>Total</b>	<b>0</b>	<b>0</b>	<b>28</b>	<b>1</b>	<b>213</b>	<b>77</b>	<b>516</b>	<b>137</b>	<b>391</b>	<b>74</b>	<b>565</b>	<b>105</b>	<b>375</b>	<b>70</b>	<b>342</b>	<b>54</b>	<b>184</b>	<b>24</b>	<b>46</b>	<b>6</b>	<b>2,660</b>	<b>548</b>

**Table 23. Staff Members by Professional Category and Benchmark Job Cluster - 31.12.2019**

Benchmark Job Cluster	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
1-2-(3)				3		1	4	0.15
2-3-(4)				51			51	1.92
3-4-(5)			480			183	663	24.92
4-5-(6)			384			93	477	17.93
6-7-(8)	56	1,024			155		1,235	46.43
9-(10)	27	172			31		230	8.65
<b>Total</b>	83	1,196	864	54	186	277	2,660	100

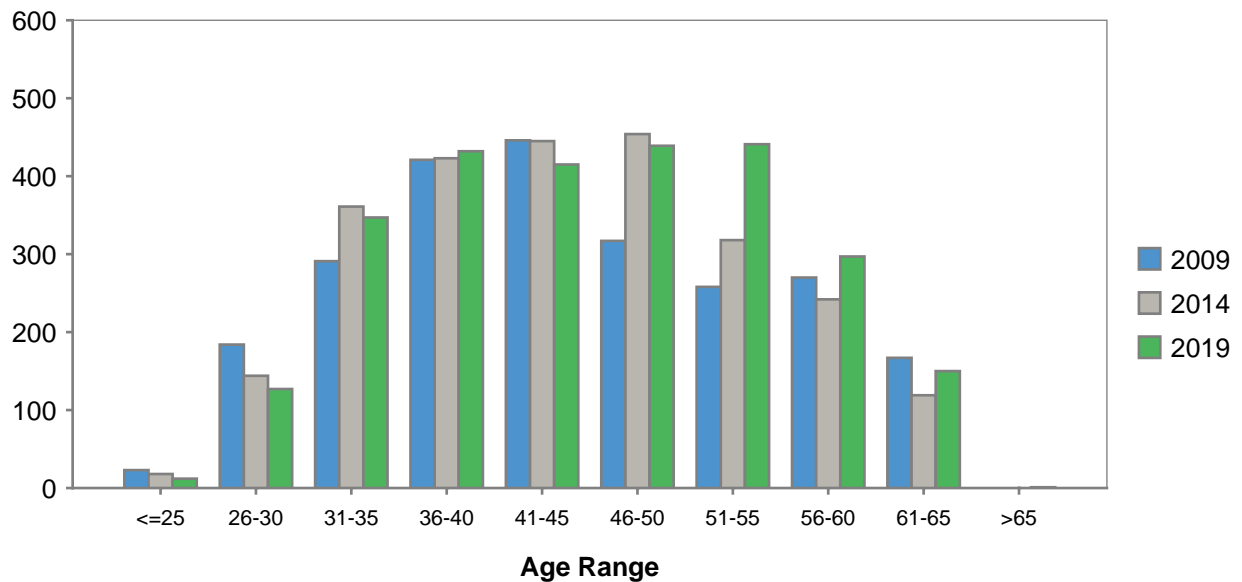
**Table 24. Staff Members by Nationality, Gender and Benchmark Job Cluster - 31.12.2019**

Nationality		Benchmark Job Cluster													
		1-2-(3)		2-3-(4)		3-4-(5)		4-5-(6)		6-7-(8)		9-(10)		Grand Total	
		All	F	All	F	All	F	All	F	All	F	All	F	All	F
AT				1		3	2	43	7	8			55	9	
BE				8	2	29	6	51	10	14			102	18	
BG				2	1	1		12	3				15	4	
CH			1		54	25	59	21	91	17	19		224	63	
CY								1	1	1			2	1	
CZ			1		1	1		5	2				7	3	
DE			4		6	4	17	3	105	10	42	3	174	20	
DK					3	2	5		8		2	1	18	3	
ES			4		16	4	23	4	112	29	7	2	162	39	
FI			4		4	1	8	4	11	1	3		30	6	
FR	4		22		445	106	220	47	259	62	27	9	977	224	
GB			7	2	40	16	34	8	107	19	29	4	217	49	
GR					6	3	8	2	31	5	4	1	49	11	
HU					3	1	1		13	2			17	3	
IL								3					3	0	
IN								2		1	1		3	1	
IT			3		30	8	30	6	199	30	51	6	313	50	
LT					1	1			1				2	1	
NL			1		6	2	13	1	33	2	12	1	65	6	
NO					9	1	4	1	4		1		18	2	
PK									2				2	0	
PL					11	2	8	3	58	9	1		78	14	
PT			2		7	1	8	1	37	4	2	1	56	7	
RO					4	4	3	1	10				17	5	
RS							1		4	1			5	1	
SE			2		5	3	1		11	2	5		24	5	
SI							1						1	0	
SK					1	1			11				12	1	
TR									1				1	0	
UA									1	1			1	1	
NMS									9		1	1	10	1	
<b>Total</b>	<b>4</b>	<b>0</b>	<b>51</b>	<b>2</b>	<b>663</b>	<b>189</b>	<b>477</b>	<b>110</b>	<b>1,235</b>	<b>217</b>	<b>230</b>	<b>30</b>	<b>2,660</b>	<b>548</b>	

**Table 25. Evolution in the Number of Staff Members by Age Range over the last 10 years**

Age Range	2009	2014	2019
<=25	23	18	12
26-30	184	144	127
31-35	291	361	347
36-40	421	423	432
41-45	446	445	414
46-50	317	454	439
51-55	258	318	441
56-60	270	242	297
61-65	167	119	150
>65			1
<b>Total</b>	<b>2,377</b>	<b>2,524</b>	<b>2,660</b>

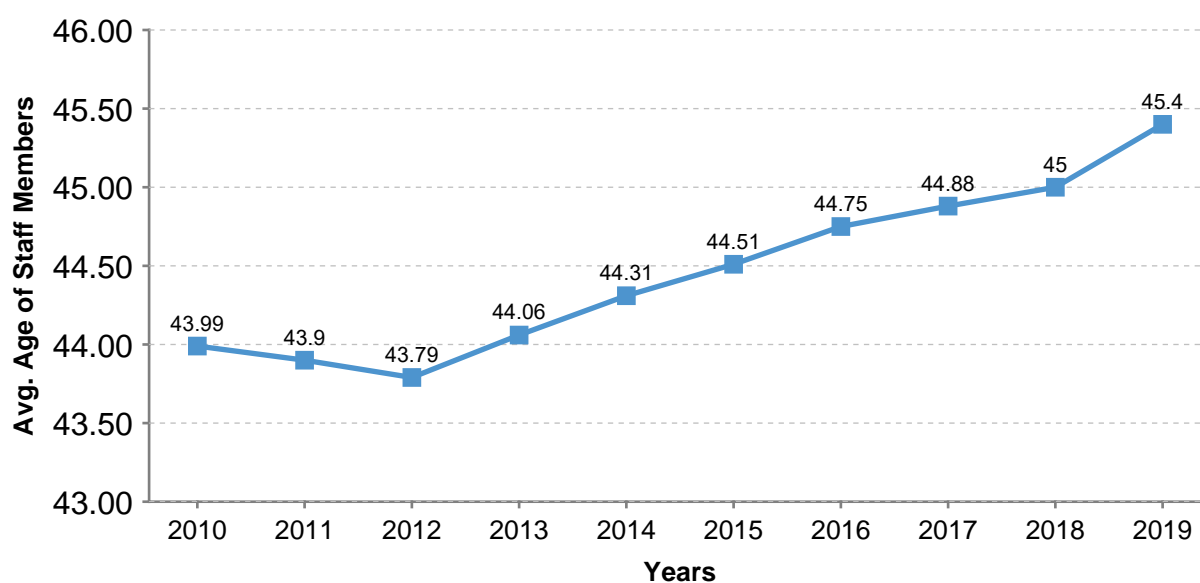
**Figure 8. Evolution in the Number of Staff Members by Age Range over the last 10 years**



**Table 26. Staff Members by Age Range and Professional Category - 31.12.2019**

Age range	Professional Category						Total	%
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work		
<=25		1	11				12	0.45
26-30	1	42	61	1	3	19	127	4.77
31-35	20	164	104	10	17	32	347	13.05
36-40	16	194	137	14	25	46	432	16.24
41-45	11	181	139	14	27	42	414	15.56
46-50	8	175	148	7	45	56	439	16.50
51-55	7	224	137	6	27	40	441	16.58
56-60	14	136	85	2	26	34	297	11.17
61-65	6	79	42		15	8	150	5.64
>65					1		1	0.04
<b>Total</b>	83	1,196	864	54	186	277	2,660	100
Average Age	45	46	44.6	42	47.6	44.9	45.40	

**Figure 9. Evolution in the Average Age of Staff Members over the last 10 years (see also Fig. 6)**

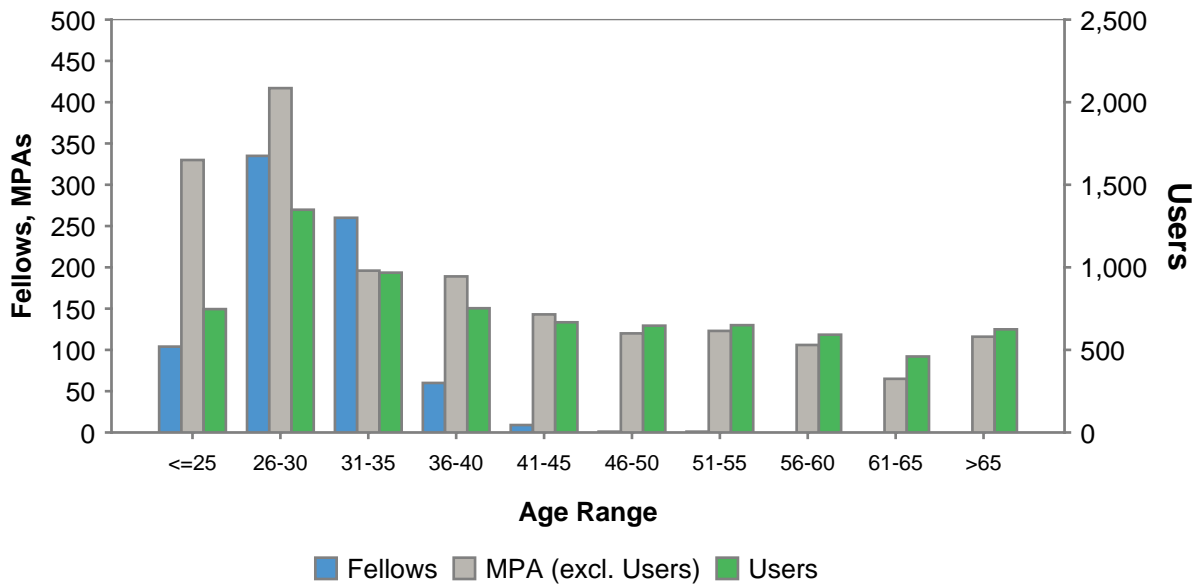


The scale has been adjusted for better readability.

**Table 27. Fellows and MPAs by Age Range - 31.12.2019**

Age Range	Fellows		MPA exch. scient.		MPA int. coll.		MPA training		Grand Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
<=25	104	13.51	6	0.89	1,308	10.03	261	50.19	<b>1,679</b>	11.19
26-30	335	43.51	32	4.75	2,419	18.55	214	41.15	<b>3,000</b>	20.00
31-35	260	33.77	67	9.94	1,709	13.11	33	6.35	<b>2,069</b>	13.79
36-40	60	7.79	111	16.47	1,324	10.15	8	1.54	<b>1,503</b>	10.02
41-45	9	1.17	85	12.61	1,166	8.94	4	0.77	<b>1,264</b>	8.42
46-50	1	0.13	77	11.42	1,121	8.60			<b>1,199</b>	7.99
51-55	1	0.13	84	12.46	1,122	8.60			<b>1,207</b>	8.05
56-60			66	9.79	1,027	7.88			<b>1,093</b>	7.29
61-65			44	6.53	788	6.04			<b>832</b>	5.55
>65			102	15.13	1,055	8.09			<b>1,157</b>	7.71
<b>Total</b>	<b>770</b>	<b>100</b>	<b>674</b>	<b>100</b>	<b>13,039</b>	<b>100</b>	<b>520</b>	<b>100</b>	<b>15,003</b>	<b>100</b>

**Figure 10. Fellows and MPAs by Age Range - 31.12.2019**



**Table 28. Evolution of Arrivals of Staff Members by Age Group over the last 10 years**

Years	Age Group									Total
	<=25	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	
2010	18	60	73	47	12	10	7	2		<b>229</b>
	7.86	26.20	31.88	20.52	5.24	4.37	3.06	0.87		<b>100</b>
2011	17	42	52	32	14	2	2			<b>161</b>
	10.56	26.09	32.30	19.88	8.70	1.24	1.24			<b>100</b>
2012	12	49	82	27	14	7	2	1	1	<b>195</b>
	6.15	25.13	42.05	13.85	7.18	3.59	1.03	0.51	0.51	<b>100</b>
2013	12	37	38	18	6	7	1			<b>119</b>
	10.08	31.09	31.93	15.13	5.04	5.88	0.84			<b>100</b>
2014	11	40	51	27	13	5	2		1	<b>150</b>
	7.33	26.67	34.00	18.00	8.67	3.33	1.33		0.67	<b>100</b>
2015	10	57	48	27	12	5	3	1		<b>163</b>
	6.13	34.97	29.45	16.56	7.36	3.07	1.84	0.61		<b>100</b>
2016	6	36	51	24	5	5	1	2	2	<b>132</b>
	4.55	27.27	38.64	18.18	3.79	3.79	0.76	1.52	1.52	<b>100</b>
2017	7	51	61	40	16	8	5	2		<b>190</b>
	3.68	26.84	32.11	21.05	8.42	4.21	2.63	1.05		<b>100</b>
2018	7	36	56	31	23	4	2	1		<b>160</b>
	4.38	22.50	35.00	19.38	14.38	2.50	1.25	0.63		<b>100</b>
2019	7	24	42	29	4	4	2			<b>112</b>
	6.25	21.43	37.50	25.89	3.57	3.57	1.79			<b>100</b>

Staff member's age is calculated as of 31.12.2019.

**Table 29. Evolution of the Average Age of Arrivals of Staff Members by Professional Category over the last 4 years**

Years	Professional Category						Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	
2016	38.74	34.2	32.76	36	40.9	30.08	<b>34.08</b>
2017	35.95	34.8	32.42	32.33	36.07	35.69	<b>34.25</b>
2018	33.24	33.94	33.68	46	40.14	36.69	<b>34.49</b>
2019	34.17	33.09	32.36	34.33	39.79	33.5	<b>33.86</b>

Staff member's age is calculated as of 31.12 of each year.



**Table 30. Staff Member Arrivals and Departures in 2019 by Residential Category and Nationality\***

Arrivals						Departures					
Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.	Nat	Non-resident	Resident	Total	%	% of staff as at 31.12.
AT	2		2	1.79	3.64	AT	3		3	2.46	5.45
BE	5		5	4.46	4.90	BE	5		5	4.10	4.9
BG	1		1	0.89	6.67	BG	3		3	2.46	20
CH		3	3	2.68	1.34	CH	1	4	5	4.10	2.23
CZ	2		2	1.79	28.57	DE	6		6	4.92	3.45
DE	4		4	3.57	2.30	DK	1		1	0.82	5.56
DK	1		1	0.89	5.56	ES	7		7	5.74	4.32
ES	7		7	6.25	4.32	FI	3		3	2.46	10
FI	5		5	4.46	16.67	FR	13	35	48	39.34	4.91
FR	12	13	25	22.32	2.56	GB	14		14	11.48	6.45
GB	9	1	10	8.93	4.61	GR	1		1	0.82	2.04
GR	5		5	4.46	10.20	IT	9	1	10	8.20	3.19
HU	3		3	2.68	17.65	NL	4		4	3.28	6.15
IN	1		1	0.89	33.33	NO	1		1	0.82	5.56
IT	15	1	16	14.29	5.11	PL	2		2	1.64	2.56
LT	1		1	0.89	50.00	PT	2	2	4	3.28	7.14
NL	1		1	0.89	1.54	RO	2		2	1.64	11.76
NO	2		2	1.79	11.11	SE	2		2	1.64	8.33
PK	1		1	0.89	50.00	SK	1		1	0.82	8.33
PL	8		8	7.14	10.26	<b>Total</b>	<b>80</b>	<b>42</b>	<b>122</b>	<b>100</b>	<b>4.59</b>
PT	2		2	1.79	3.57						
RO	1		1	0.89	5.88						
SE	1		1	0.89	4.17						
SI	1		1	0.89	100.00						
SK	1		1	0.89	8.33						
TR	1		1	0.89	100.00						
NMS	2		2	1.79	20.00						
<b>Total</b>	<b>94</b>	<b>18</b>	<b>112</b>	<b>100</b>	<b>4.21</b>						

Labour turnover = 4.58 % of average strength.

Departures on 31.12.2019 are included in the total.

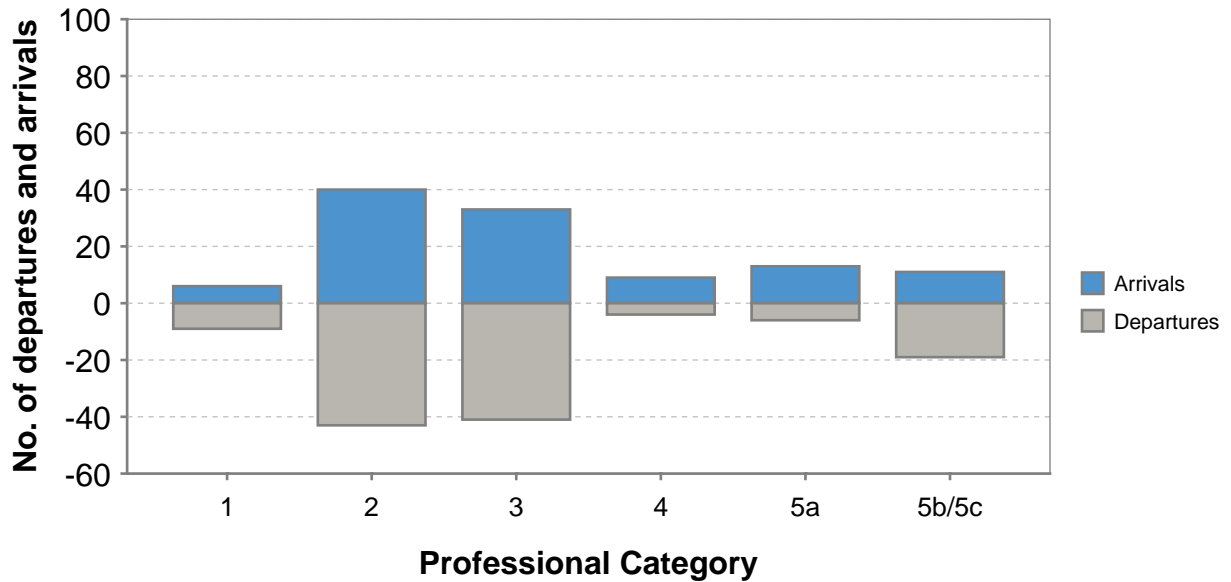
\* The person's residential categories which are taken into account for arrivals and departures, are the ones at the arrival date and at the departure date respectively.

**Table 31. Staff Member Arrivals and Departures in 2019 by Professional Category**

Professional Category	Arrivals	Departures
1	6	9
2	40	43
3	33	41
4	9	4
5a	13	6
5b/5c	11	19
<b>Total</b>	<b>112</b>	<b>122</b>

Departures on 31.12.2019 are included in the total.

**Figure 11. Staff Member Arrivals and Departures in 2019 by Professional Category**



Departures on 31.12.2019 are included in the total.

**Table 32. Staff Member Departures in 2019 by Professional Category, Type of Contract and Reason for Leaving**

Reason	Professional Category														Grand Total	
	1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5a. Prof. Admin. work		5b/5c. Office and Admin. work		Total			
	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC	LD	IC		
<b>Family/Social</b>			3									1		<b>4</b>		<b>4</b>
<b>Job connected</b>	2		4		4	2						1		<b>11</b>	<b>2</b>	<b>13</b>
<b>Retirement</b>		3		13		15		1		2			5	<b>39</b>		<b>39</b>
<b>Contract expirations</b>	4		21		14		3		3			11		<b>56</b>		<b>56</b>
<b>Mutual agreement</b>			2		3	1			1			1		<b>7</b>	<b>1</b>	<b>8</b>
<b>Invalidity</b>						2								<b>2</b>		<b>2</b>
<b>Total</b>	6	3	30	13	21	20	3	1	4	2	14	5	78	44		<b>122</b>

Departures on 31.12.2019 are included in the total.

# Users

Table 33a. Users by Nationality and Experiment / Programme - 31.12.2019

Nationality	Experiments											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRI NO	OTHER	
AT	16	43	2	1		10	14	5	4	1	4	100
BE	11	71	1	1	3	2		20	1	2	2	114
BG	7	38	3	4	10			8		1	1	72
CH	59	52	5	24	10	7	3	5	13	4	22	204
CY	4	12			2			1		2		21
CZ	121	5	27	3	24	5	1	1	2	7	25	221
DE	436	220	144	85	77	31	25	67	58	7	58	1,208
DK	14	4	13	4	3		3	8			1	50
ES	113	93	8	56	3	27	1	29	32	15	34	411
FI	2	41	4		1	2	2	7	1	1	11	72
FR	243	123	112	62	24	12	32	28	36	32	70	774
GB	315	106	20	113	16	7	18	68	9	42	22	736
GR	97	65	9	2	1	8		6	6	4	23	221
HR	4	20	11		1	2		2	1	2	3	46
HU	7	27	26		6			3		1	8	78
IL	49	2		1	1		1				4	58
IN	57	170	95	12	11	2	1	7	2	6	7	370
IT	469	475	193	175	143	34	25	29	148	90	107	1,888
LT	4	22	2	2							1	31
NL	61	17	23	42	1	1	1	3	5	4	11	169
NO	32		20		1			7			2	62
PK	7	34	19		1		1		1			63
PL	66	38	39	40	65	4	9	28	5	5	18	317
PT	31	7	2	3	9	4	1	17	13	4	6	97
RO	53	9	28	13	6	5		17	4	5	5	145
RS	9	17	2	1	4			3	2	1	10	49
SE	37	4	11	2		1	1	12			7	75
SI	18	3		1	1	1		2	6		1	33
SK	41	4	43	6	11	1		15		4	4	129
TR	36	84	6	2	6			6	6	2	16	164
UA	15	24	13	18	12			4	2	5	4	97
NMS	1,549	1,225	448	273	265	38	55	81	144	170	105	4,353
<b>Total</b>	<b>3,983</b>	<b>3,055</b>	<b>1,329</b>	<b>946</b>	<b>718</b>	<b>204</b>	<b>194</b>	<b>489</b>	<b>501</b>	<b>417</b>	<b>592</b>	<b>12,428</b>

The "Experiment" codes refer either to a specific LHC experiment or to a group of experiments belonging to certain research programme. Details are available in the Grey Book (<https://greybook.cern.ch>).

**Table 33b. Non-Member States Users by Nationality and Experiment / Programme - 31.12.2019  
- Top 10 Nationalities at end 2019**

Nationality	Experiments											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRI NO	OTHER	
<b>RU</b>	318	259	162	123	169	18	2	12	19	6	41	<b>1,129</b>
<b>US</b>	395	423	59	24	16	3	12	11	36	127	9	<b>1,115</b>
<b>CN</b>	236	108	38	71	32	5	1	7	52	13	7	<b>570</b>
<b>JP</b>	150	9	37	1	19	4	14	2	17	4	16	<b>273</b>
<b>CA</b>	114	11	1	1	2		13	8	3	5	3	<b>161</b>
<b>KR</b>	6	90	43	2	6		5		3	1	3	<b>159</b>
<b>BR</b>	34	41	11	26	1		3	1	1	1	2	<b>121</b>
<b>MX</b>	9	31	26	1	3	1	1	4	2	2	1	<b>81</b>
<b>ZA</b>	40	1	7					10				<b>58</b>
<b>GE</b>	31	20	1		1							<b>53</b>
<b>Total</b>	<b>1,333</b>	<b>993</b>	<b>385</b>	<b>249</b>	<b>249</b>	<b>31</b>	<b>51</b>	<b>55</b>	<b>133</b>	<b>159</b>	<b>82</b>	<b>3,720</b>

The "Experiment" codes refer either to a specific LHC experiment or to a group of experiments belonging to certain research programme. Details are available in the Grey Book (<https://greybook.cern.ch>).

**Table 34a. Users by Country of Institute and Experiment / Programme - 31.12.2019**

Country of Institute	Experiments											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRI NO	OTHER	
AT	10	39	5			15	14	2	4		4	93
BE		94			3	3		42	3	1	1	147
BG		28	1		8			4				41
CH	70	91		62	9	16	4	12	38	19	49	370
CY		13										13
CZ	132	1	36		25	8	1	2	3	10	30	248
DE	481	225	174	84	88	31	22	60	64	1	52	1,282
DK	12		17		3		6	8				46
ES	94	89		46		26		21	29	15	36	356
FI		44	6			12		11	2	1	11	87
FR	253	118	121	82	19	6	34	37	32	38	81	821
GB	436	109	25	168	25	7	19	67	10	58	27	951
GR	63	46	6			10		4	5	2	18	154
HR		23	9		1	2		2		2	2	41
HU	1	31	27		6			2			8	75
IL	63				1		1				5	70
IN		97	78		5			4			2	186
IT	306	382	181	145	154	25	26	25	134	64	90	1,532
LT		18									1	19
NL	71	2	30	55				3	4	4	10	179
NO	42		36				1	10			1	90
PK		22	17									39
PL	56	25	41	42	73	4	8	26	4	3	18	300
PT	29	10			11	4		18	13	2	5	92
RO	48		21	11	4	4		18	1	4	5	116
RS	5	16			4			3	1		9	38
SE	57		14				1	12			16	100
SI	14							2	5			21
SK	26		27		8			14				75
TR	22	69	3		6			5	6	1	17	129
UA		6	16	4	3			2		5		36
<b>NMS</b>	1,692	1,457	438	247	262	31	57	73	143	187	94	<b>4,681</b>
<b>Total</b>	<b>3,983</b>	<b>3,055</b>	<b>1,329</b>	<b>946</b>	<b>718</b>	<b>204</b>	<b>194</b>	<b>489</b>	<b>501</b>	<b>417</b>	<b>592</b>	<b>12,428</b>

The "Experiment" codes refer either to a specific LHC experiment or to a group of experiments belonging to certain research programme. Details are available in the Grey Book (<https://greybook.cern.ch>).

**Table 34b. Non-Member States Users by Country of Institute and Experiment / Programme - 31.12.2019  
- Top 10 Countries of Institute at end 2019**

Country of Institute	Experiments											Total
	ATLAS	CMS	ALICE	LHCb	SPS	PS	AD	ISOLDE	RE	NEUTRI NO	OTHER	
US	716	806	90	36	22	8	10	13	75	174	18	1,968
RU	311	237	154	118	176	18	1	8	6	4	38	1,071
CN	147	60	29	65	27			5	30		4	367
JP	137		36		17	4	14	3	15	3	15	244
CA	159				6		24	14	4		3	210
KR		89	39		6		5		2		3	144
BR	27	42	14	20			3	1	1	2	2	112
ZA	54		16					17				87
TW	14	29			3				9			55
MX		23	27		2			2	1			55
<b>Total</b>	<b>1,565</b>	<b>1,286</b>	<b>405</b>	<b>239</b>	<b>259</b>	<b>30</b>	<b>57</b>	<b>63</b>	<b>143</b>	<b>183</b>	<b>83</b>	<b>4,313</b>

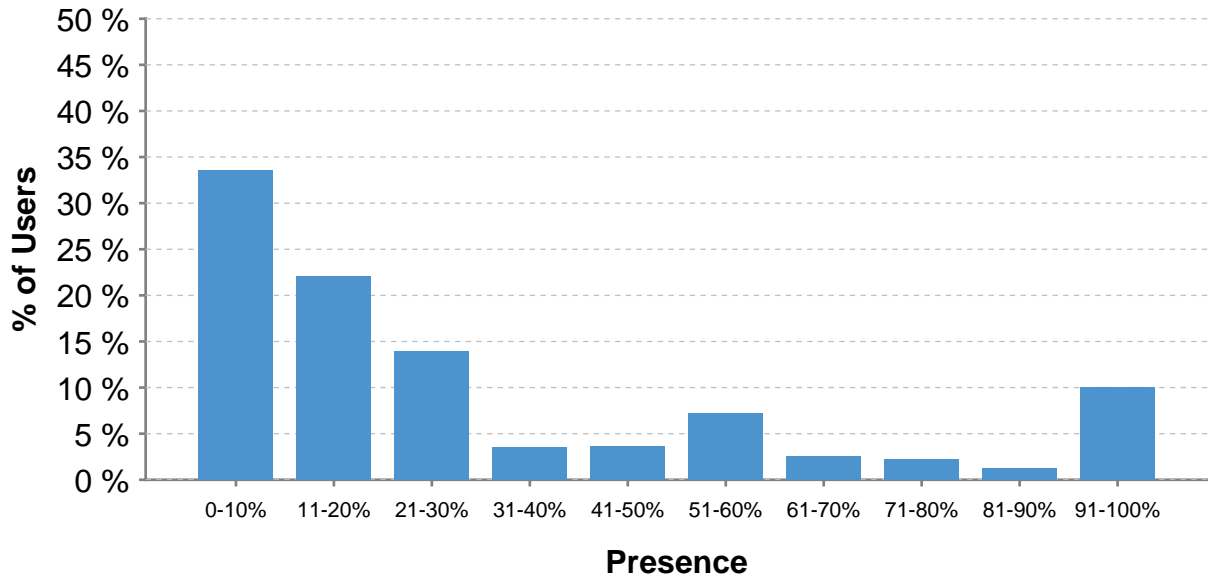
The "Experiment" codes refer either to a specific LHC experiment or to a group of experiments belonging to certain research programme. Details are available in the Grey Book (<https://greybook.cern.ch>).

**Table 35. Users by Professional Category and Yearly Presence in % at CERN - 31.12.2019**

Presence	Professional Category					Total
	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5. Administration	
0-10%	3,425	494	225		30	4,174
11-20%	2,369	235	130	2	5	2,741
21-30%	1,483	151	96	1	2	1,733
31-40%	398	33	11			442
41-50%	391	32	19		5	447
51-60%	775	76	43		4	898
61-70%	242	37	31		1	311
71-80%	247	13	15		1	276
81-90%	145	11	4			160
91-100%	982	160	79		25	1,246
<b>Total</b>	<b>10,457</b>	<b>1,242</b>	<b>653</b>	<b>3</b>	<b>73</b>	<b>12,428</b>
<b>%</b>	<b>84.14</b>	<b>9.99</b>	<b>5.25</b>	<b>0.02</b>	<b>0.59</b>	<b>100</b>

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.

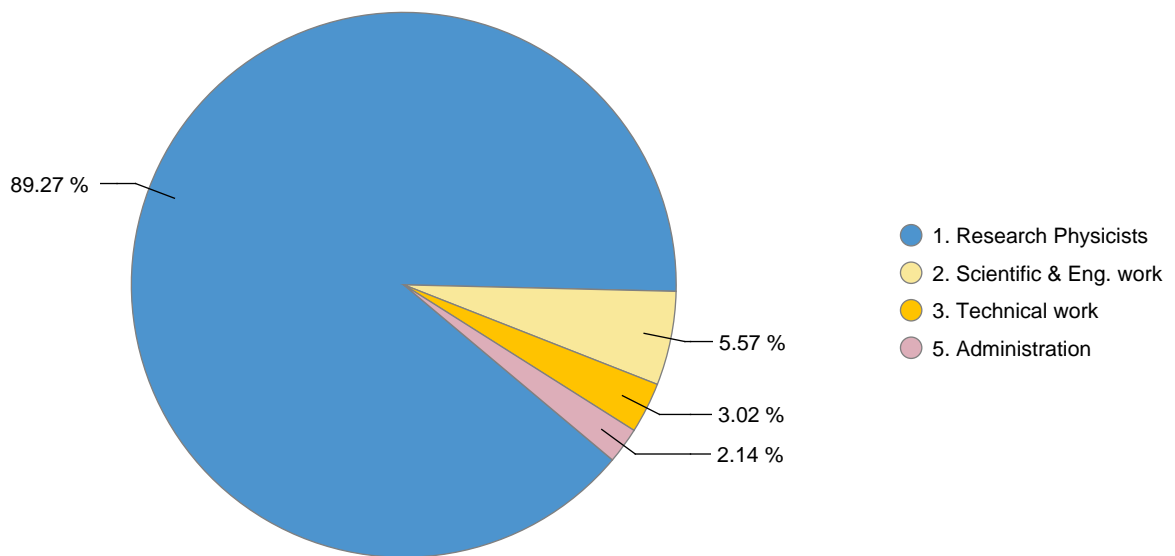
**Figure 12. Users by Yearly Presence in % at CERN - 31.12.2019**



**Table 36. Users by Gender and Professional Category - 31.12.2019**

		Professional Category										Total	
		1. Research Physicists		2. Scientific & Eng. work		3. Technical work		4. Manual work		5. Administration			
Gender		No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
F		2,130	20.37	133	10.71	72	11.03			51	69.86	<b>2,386</b>	19.20
M		8,327	79.63	1,109	89.29	581	88.97	3	100.00	22	30.14	<b>10,042</b>	80.80
<b>Total</b>		10,457		1,242		653		3		73		<b>12,428</b>	

**Figure 13. Female Users by Professional Category - 31.12.2019**





**Table 37a. Users by Nationality over the last 10 years**

Nationality	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
AT	100	110	131	87	94	95	96	107	99	100
BE	104	104	111	103	112	117	117	112	112	114
BG	77	88	86	73	77	80	79	82	78	72
CH	200	214	208	171	189	190	193	197	200	204
CY							23	24	22	21
CZ	188	203	198	199	223	216	227	240	238	221
DE	1,148	1,215	1,248	1,097	1,145	1,194	1,210	1,235	1,255	1,208
DK	67	69	64	51	57	52	60	63	59	50
ES	342	355	363	316	343	351	372	389	421	411
FI	80	89	93	81	81	94	103	98	98	72
FR	767	778	788	716	764	789	788	787	778	774
GB	607	644	674	614	655	651	672	706	746	736
GR	162	156	172	145	171	189	198	210	210	221
HR										46
HU	66	67	75	65	70	70	68	67	68	78
IL		64	60	49	55	54	52	54	57	58
IN								332	354	370
IT	1,651	1,669	1,726	1,619	1,728	1,761	1,813	1,833	1,896	1,888
LT									38	31
NL	168	164	146	149	146	153	155	154	166	169
NO	66	68	69	60	60	59	58	61	64	62
PK						54	54	62	66	63
PL	237	255	271	218	258	277	285	316	330	317
PT	127	113	108	94	102	105	106	109	106	97
RO		108	120	114	125	134	125	131	131	145
RS			41	40	41	42	43	51	50	49
SE	75	74	78	72	70	80	84	77	86	75
SI								32	30	33
SK	91	89	89	86	104	108	119	117	136	129
TR						160	160	164	152	164
UA							93	104	107	97
NMS	3,669	3,692	3,910	3,868	4,215	4,379	4,468	4,322	4,416	4,353
Total	9,992	10,388	10,829	10,087	10,885	11,454	11,821	12,236	12,569	12,428

**Table 37b. Non-Member States Users by Nationality over the last 5 years - Top 10 Nationalities at end 2019**

Nationality	2015	2016	2017	2018	2019
<b>RU</b>	1,021	1,063	1,095	1,108	1,129
<b>US</b>	1,064	1,119	1,143	1,150	1,115
<b>CN</b>	415	422	486	553	570
<b>JP</b>	302	303	292	288	273
<b>CA</b>	146	145	151	161	161
<b>KR</b>	139	164	168	165	159
<b>BR</b>	129	121	132	126	121
<b>MX</b>	83	78	77	84	81
<b>ZA</b>	28	35	53	47	58
<b>GE</b>	43	45	44	49	53
Total	3,370	3,495	3,641	3,731	3,720

**Table 38a. Users by Country of Institute over the last 4 years**

Country of Institute	2016	2017	2018	2019
AT	96	104	96	93
BE	148	153	152	147
BG	37	44	41	41
CH	368	375	380	370
CY	15	17	16	13
CZ	233	247	258	248
DE	1,279	1,323	1,373	1,282
DK	69	66	56	46
ES	320	335	375	356
FI	119	118	116	87
FR	865	867	834	821
GB	844	897	952	951
GR	128	131	133	154
HR				41
HU	62	58	63	75
IL	68	69	73	70
IN		206	207	186
IT	1,440	1,443	1,528	1,532
LT			23	19
NL	162	161	179	179
NO	86	91	89	90
PK	33	38	37	39
PL	252	288	304	300
PT	103	103	97	92
RO	100	110	106	116
RS	33	36	37	38
SE	101	96	104	100
SI		22	19	21
SK	82	79	86	75
TR	121	124	117	129
UA	28	35	34	36
NMS	4,614	4,595	4,684	4,681
Total	11,806	12,231	12,569	12,428

**Table 38b. Non-Member State Users by Country of Institute over the last 4 years - Top 10 Countries of Institute at end 2019**

Country of Institute	2016	2017	2018	2019
US	1,923	1,968	1,998	1,968
RU	983	1,033	1,040	1,071
CN	209	266	327	367
JP	276	266	258	244
CA	165	179	198	210
KR	155	151	157	144
BR	131	131	120	112
ZA	50	74	69	87
MX	61	60	59	55
TW	69	64	57	55
Total	4,022	4,192	4,283	4,313

**Table 39. Evolution in the Number of Users by Age Range over the last 4 years**

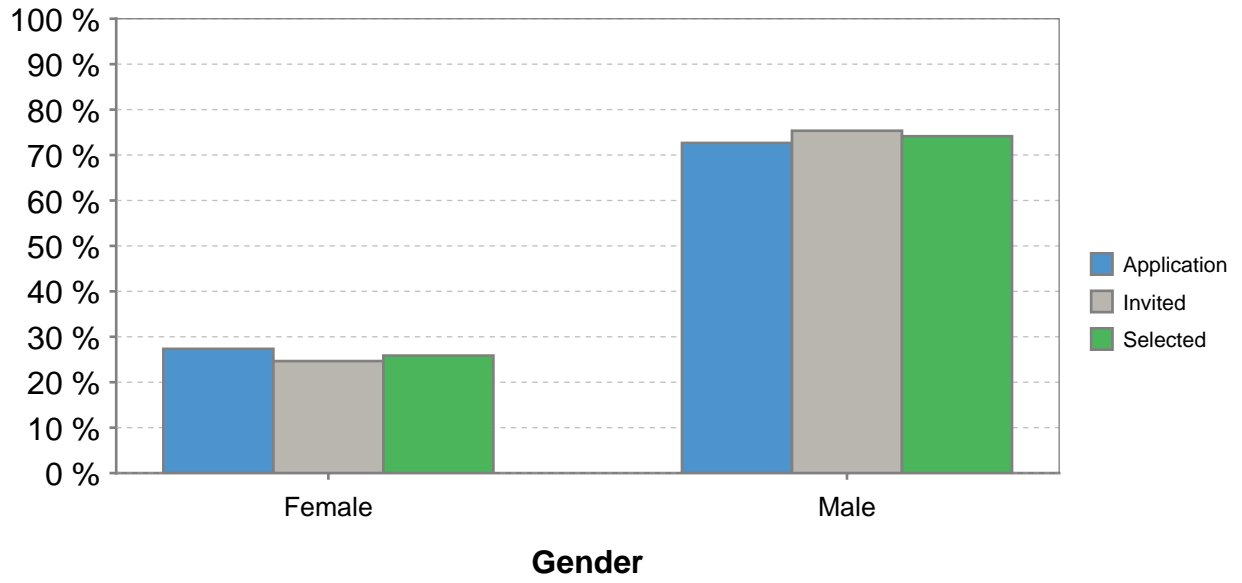
Age Range	2016	2017	2018	2019
<=25	1,193	1,240	1,363	1,245
26-30	2,256	2,292	2,302	2,248
31-35	1,563	1,599	1,639	1,613
36-40	1,180	1,190	1,244	1,254
41-45	1,074	1,108	1,100	1,112
46-50	1,079	1,107	1,109	1,078
51-55	1,029	1,069	1,094	1,083
56-60	881	940	975	987
61-65	653	687	716	767
>65	913	1,004	1,027	1,041
Total	11,821	12,236	12,569	12,428

# Staff Recruitment

**Table 40. Candidate Applications, Invitations, Attendances to Selection Boards, Selections and Offer Refusals during 2019 by Nationality and Gender**

Nat.	Application			Invited			Not Attended			Selected			Refused Offer			Success Rate
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total	
AT	14	29	43	2	1	3				1	1	2				4.65
BE	45	96	141	3	3	6				2	2	4				2.84
BG	39	72	111	2	4	6					1	1	1		1	0.90
CH	600	713	1,313	4	19	23				4	2	6		1	1	0.46
CY	8	13	21		2	2										0.00
CZ	21	42	63	3	4	7				1	1	2				3.17
DE	64	164	228	3	13	16				1	3	4				1.75
DK	8	30	38		4	4					3	3				7.89
ES	199	580	779	9	38	47	1		1	1	8	9				1.16
FI	21	67	88	2	3	5					2	2	1		1	2.27
FR	940	1,831	2,771	20	84	104		2	2	11	21	32		1	1	1.15
GB	137	482	619	9	31	40	1		1	2	7	9				1.45
GR	145	313	458	7	12	19				1	3	4				0.87
HR	2	17	19	1		1										0.00
HU	40	74	114	1	5	6					1	1				0.88
IL	5	14	19													0.00
IN	164	1,021	1,185	1	4	5					1	1				0.08
IT	359	1,101	1,460	14	45	59		1	1		12	12				0.82
LT	15	23	38							1		1				2.63
NL	17	48	65	3	2	5				2	1	3				4.62
NO	13	104	117		5	5					2	2		1	1	1.71
PK	32	370	402	1	1	2					1	1				0.25
PL	90	233	323	5	17	22					6	6	1		1	1.86
PT	84	275	359	4	8	12				1	1	2				0.56
RO	93	250	343	5	6	11				1	1	2				0.58
RS	17	84	101		1	1										0.00
SE	26	63	89		2	2					1	1				1.12
SI	6	16	22	1	1	2	1		1		1	1				4.55
SK	19	54	73		2	2					1	1				1.37
TR	61	219	280	2	1	3					1	1				0.36
UA	31	58	89		1	1										0.00
NMS	525	1,750	2,275	4	5	9				1	2	3	1		1	0.13
<b>Total</b>	<b>3,840</b>	<b>10,206</b>	<b>14,046</b>	<b>106</b>	<b>324</b>	<b>430</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>30</b>	<b>86</b>	<b>116</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>0.83</b>

Figure 14. Candidate Applications, Invitations and Selections in 2019 by Gender



**Table 41. Return on Staff Applicants by Nationality in 2019**

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	43	0.31	2.11	14.69
BE	141	1.00	2.62	38.17
BG	111	0.79	0.29	272.41
CH	1,313	9.35	4.02	232.59
CY	21	0.15	0.09	166.67
CZ	63	0.45	0.93	48.39
DE	228	1.62	20.15	8.04
DK	38	0.27	1.75	15.43
ES	779	5.55	6.89	80.55
FI	88	0.63	1.29	48.84
FR	2,771	19.73	13.69	144.12
GB	619	4.41	15.71	28.07
GR	458	3.26	1.06	307.55
HR	19	0.14	0.02	700.00
HU	114	0.81	0.59	137.29
IL	19	0.14	1.68	8.33
IN	1,185	8.44	1.18	715.25
IT	1,460	10.39	10.11	102.77
LT	38	0.27	0.09	300.00
NL	65	0.46	4.43	10.38
NO	117	0.83	2.42	34.30
PK	402	2.86	0.14	2,042.86
PL	323	2.30	2.72	84.56
PT	359	2.56	1.07	239.25
RO	343	2.44	1.02	239.22
RS	101	0.72	0.22	327.27
SE	89	0.63	2.60	24.23
SI	22	0.16	0.09	177.78
SK	73	0.52	0.48	108.33
TR	280	1.99	0.49	406.12
UA	89	0.63	0.09	700.00
NMS	2,275	16.20		
<b>Total</b>	<b>14,046</b>	<b>100</b>	<b>100</b>	

**Table 42. Vacancies Published and Filled during 2019**

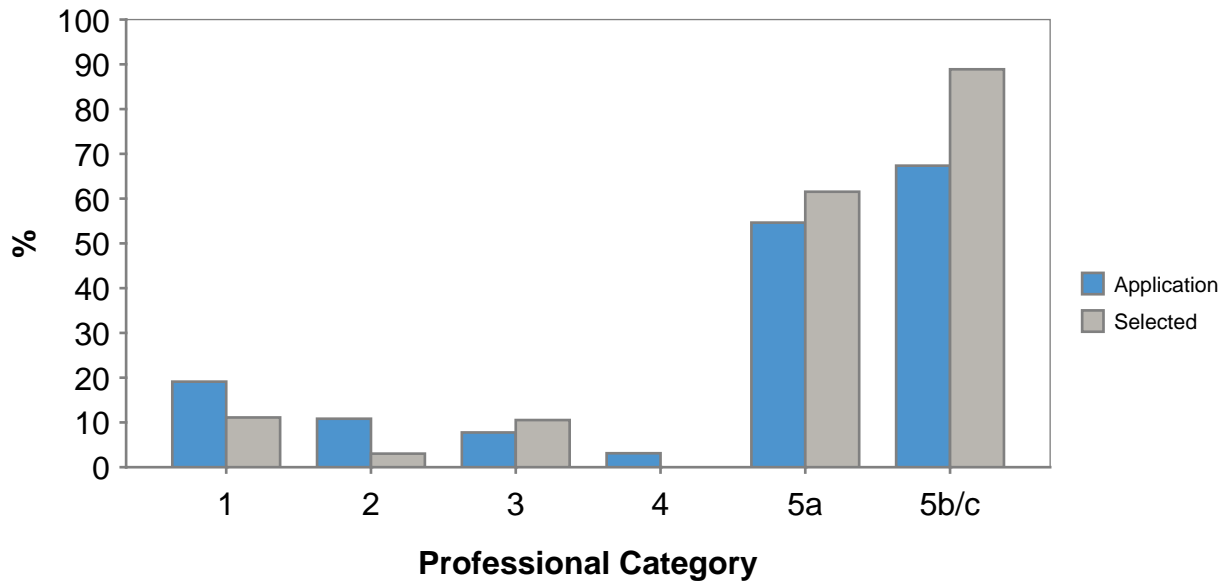
Vacancies published in 2019	124
Vacancies filled in 2019*	97
Vacancies republished in 2019	7

\* Vacancies filled in 2019 include vacancies published in year 2018 and year 2019.

**Table 43. Candidate Applications and Selections by Professional Category in 2019**

Prof. Category	Candidates			
	Application (%)		Selected (%)	
	F	M	F	M
1	19.11	80.89	11.11	88.89
2	10.83	89.17	3.03	96.97
3	7.76	92.24	10.53	89.47
4	3.12	96.88		100.00
5a	54.64	45.36	61.54	38.46
5b/c	67.36	32.64	88.89	11.11

**Figure 15. Applications and Success Rate of Female Candidates by Professional Category**





**Table 44. Number of Staff Candidates Selected by Nationality over the last 5 years**

Nationality	2015	2016	2017	2018	2019	Total
AT		2	7	1	2	12
BE	2	2	3	3	4	14
BG		3	3	3	1	10
CH	11	7	8	5	6	37
CY			1			1
CZ	2				2	4
DE	4	9	11	7	4	35
DK	1	1		1	3	6
ES	18	12	18	12	9	69
FI	4	4	2	6	2	18
FR	54	46	57	31	32	220
GB	16	12	21	15	9	73
GR	5	8	10	7	4	34
HU	2	3	2	3	1	11
IL	1	2				3
IN					1	1
IT	24	20	29	26	12	111
LT				1	1	2
NL	2	3	2		3	10
NO		3	2	2	2	9
PK				1	1	2
PL	7	8	11	7	6	39
PT	2	1	8	2	2	15
RO	2	1	5		2	10
RS	1	1	1	1		4
SE	1	2	2		1	6
SI					1	1
SK			1	1	1	3
TR				1	1	2
UA				1		1
NMS	3	2	5	2	3	15
<b>Total</b>	<b>162</b>	<b>152</b>	<b>209</b>	<b>139</b>	<b>116</b>	<b>778</b>

**Table 45. Staff Members Recruited (Arrivals) in 2019 by Professional Category**

1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total
6	40	33	9	13	11	<b>112</b>

**Table 46. Staff Members on LD contracts granted an IC contract with starting date in 2019 by Professional Category**

1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total
3	20	20		6	3	<b>52</b>

**Table 47. Staff Members with LD extensions by Professional Category as at 31.12.2019**

	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total
<b>No. of eligible as at 31.12.2018 *</b>	6	45	34	11	8	25	<b>129</b>
<b>No. of extended as at 31.12.2019 **</b>	1	34	24	11	6	21	<b>97</b>

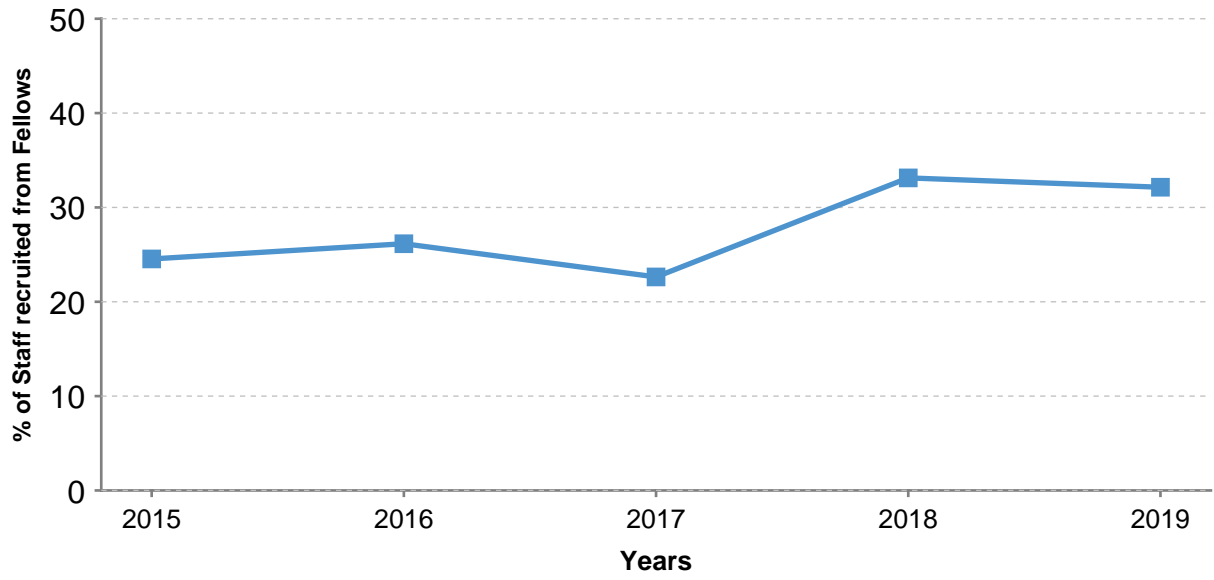
\* Staff members on LD contracts in their 5th year on 31st December 2018.

\*\* Staff members on LD contracts in their 6th year on 31st December 2019.

**Table 48. Staff Members Recruited (Arrivals) in 2019 by previous CERN status**

From	1. Research Physicists	2. Scientific & Eng. work	3. Technical work	4. Manual work	5a. Prof. Admin. work	5b/5c. Office and Admin. work	Total
<b>Fellows</b>	5	22	7		2		<b>36</b>
<b>MPAc</b>	1	6	2			1	<b>10</b>
<b>MPAt</b>		1	1				<b>2</b>
<b>No previous CERN status</b>		11	23	9	11	10	<b>64</b>

Figure 16. Staff recruited over the last 5 years from Fellows



# Fellows Recruitment

**Table 49. Candidates Applied and Selected during 2019 by Nationality and Gender**

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	3	11	14	4	3	7	50.00
BE	3	21	24	1		1	4.17
BG	7	10	17		1	1	5.88
CH	27	57	84	2	4	6	7.14
CY	3	6	9				
CZ	4	16	20	1	3	4	20.00
DE	27	67	94	2	11	13	13.83
DK	2	8	10				
ES	51	116	167	6	24	30	17.96
FI	1	13	14	1	1	2	14.29
FR	45	130	175	9	26	35	20.00
GB	47	173	220	2	18	20	9.09
GR	59	127	186	6	12	18	9.68
HR	1		1				
HU	4	10	14	1	4	5	35.71
IL	2	6	8		1	1	12.50
IN	83	237	320	2	2	4	1.25
IT	44	195	239	5	26	31	12.97
LT	3	8	11		1	1	9.09
NL	9	23	32	1	3	4	12.50
NO	7	34	41	4	2	6	14.63
PK	170	684	854		2	2	0.23
PL	45	71	116	6	10	16	13.79
PT	21	50	71	3	9	12	16.90
RO	18	14	32	4	3	7	21.88
RS	8	10	18	1	3	4	22.22
SE	7	11	18		1	1	5.56
SI	2	6	8				
SK	3	17	20	1	4	5	25.00
TR	13	18	31		2	2	6.45
UA	6	14	20	1	1	2	10.00
NMS	31	73	104	2	5	7	6.73
<b>Total</b>	<b>756</b>	<b>2,236</b>	<b>2,992</b>	<b>65</b>	<b>182</b>	<b>247</b>	<b>8.26</b>

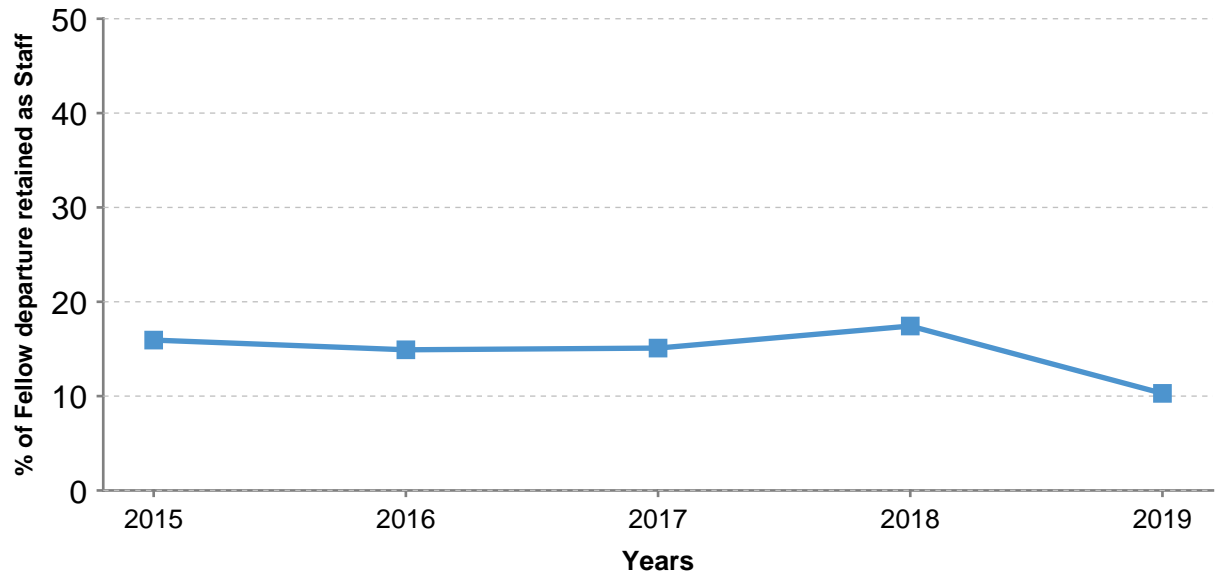
**Table 50. Return on Fellow Applicants by Nationality in 2019**

Nationality	No. Applicants	Applicants (%)	Contribution (%)	Return on Applicants (%)
AT	14	0.47	2.11	22.27
BE	24	0.80	2.62	30.53
BG	17	0.57	0.29	196.55
CH	84	2.81	4.02	69.90
CY	9	0.30	0.09	333.33
CZ	20	0.67	0.93	72.04
DE	94	3.14	20.15	15.58
DK	10	0.33	1.75	18.86
ES	167	5.58	6.89	80.99
FI	14	0.47	1.29	36.43
FR	175	5.85	13.69	42.73
GB	220	7.35	15.71	46.79
GR	186	6.22	1.06	586.79
HR	1	0.03	0.02	150.00
HU	14	0.47	0.59	79.66
IL	8	0.27	1.68	16.07
IN	320	10.70	1.18	906.78
IT	239	7.99	10.11	79.03
LT	11	0.37	0.09	411.11
NL	32	1.07	4.43	24.15
NO	41	1.37	2.42	56.61
PK	854	28.54	0.14	20,385.71
PL	116	3.88	2.72	142.65
PT	71	2.37	1.07	221.50
RO	32	1.07	1.02	104.90
RS	18	0.60	0.22	272.73
SE	18	0.60	2.60	23.08
SI	8	0.27	0.09	300.00
SK	20	0.67	0.48	139.58
TR	31	1.04	0.49	212.24
UA	20	0.67	0.09	744.44
NMS	104	3.48		
<b>Total</b>	<b>2,992</b>	<b>100</b>	<b>100</b>	

**Table 51. Number of Fellows Selected by Nationality over the last 5 years**

Nat.	2015	2016	2017	2018	2019	Total
AT	10	6	2	3	7	28
BE	7	5	4	2	1	19
BG	4	1	4	2	1	12
CH	9	14	8	9	6	46
CY		1	2			3
CZ	5	7	3	1	4	20
DE	37	49	24	12	13	135
DK	1		2			3
ES	44	31	50	19	30	174
FI	2	4	5	2	2	15
FR	38	56	42	30	35	201
GB	19	20	25	19	20	103
GR	22	24	25	17	18	106
HU	4	8		4	5	21
IL	1		2		1	4
IN			9	2	4	15
IT	72	78	72	38	31	291
LT				1	1	2
NL	1	2	4	3	4	14
NO	6	6	14	6	6	38
PK		1	1		2	4
PL	26	33	30	22	16	127
PT	7	16	5	5	12	45
RO	4	9	1	4	7	25
RS	1		1	2	4	8
SE	4	4	4		1	13
SI				1		1
SK	4	1	4	2	5	16
TR	1	4	1	1	2	9
UA		2	2		2	6
NMS	21	30	28	15	7	101
<b>Total</b>	<b>350</b>	<b>412</b>	<b>374</b>	<b>222</b>	<b>247</b>	<b>1,605</b>

Figure 17. Fellow Departures over the last 5 years retained as Staff



# Student Recruitment

**Table 52. Candidates Applied and Selected for the Technical Student Programme during 2019 by Nationality and Gender**

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	2	10	12		1	1	8.33
BE	3	5	8				
BG	9	11	20		2	2	10.00
CH	3	17	20	1		1	5.00
CY	2	9	11		1	1	9.09
CZ	4	16	20		4	4	20.00
DE	23	77	100	4	10	14	14.00
DK	4	13	17	2	3	5	29.41
ES	29	71	100	6	6	12	12.00
FI	6	8	14	1	1	2	14.29
FR	28	91	119	1	9	10	8.40
GB	68	244	312	2	7	9	2.88
GR	32	87	119	5	10	15	12.61
HR	3	1	4				
HU	1	11	12		1	1	8.33
IL		2	2				
IN	101	374	475	2	3	5	1.05
IT	23	104	127	5	11	16	12.60
LT	2	7	9				
NL	5	22	27		2	2	7.41
NO	6	28	34	1	11	12	35.29
PK	106	605	711		1	1	0.14
PL	29	63	92	8	11	19	20.65
PT	10	5	15	1		1	6.67
RO	7	11	18	2	3	5	27.78
RS	7	7	14		2	2	14.29
SE	4	8	12		1	1	8.33
SI		3	3				
SK		6	6				
TR	15	36	51		1	1	1.96
UA	6	10	16	1		1	6.25
NMS	3	2	5				
<b>Total</b>	<b>541</b>	<b>1,964</b>	<b>2,505</b>	<b>42</b>	<b>101</b>	<b>143</b>	<b>5.71</b>

**Table 53. Number of Students Selected (Technical Student Programme) by Nationality over the last 5 years**

Nat.	2015	2016	2017	2018	2019	Total
AT	4	6	7	4	1	22
BE	6		1			7
BG	1	2		1	2	6
CH	2	3		1	1	7
CY					1	1
CZ	2	2	2		4	10
DE	24	25	21	16	14	100
DK		1	1		5	7
ES	15	18	17	5	12	67
FI	5	9	4		2	20
FR	8	10	9	2	10	39
GB	9	4	8	1	9	31
GR	38	32	41	16	15	142
HU	9	3	1	3	1	17
IN			6	3	5	14
IT	27	30	27	13	16	113
NL	4	3	4	1	2	14
NO	7	19	12	4	12	54
PK		4	4	3	1	12
PL	28	37	28	8	19	120
PT	2	1	2		1	6
RO	3	6	6	2	5	22
RS	1	2	4	1	2	10
SE	5	9	4	2	1	21
SK	3	2	4			9
TR	1	1	3	1	1	7
UA		2	3	2	1	8
NMS	2	2	3	1		8
<b>Total</b>	<b>206</b>	<b>233</b>	<b>222</b>	<b>90</b>	<b>143</b>	<b>894</b>

Including students selected to replace those who refused a CERN studentship.



**Table 54. Candidates Applied and Selected for the Doctoral Student Programme during 2019 by Nationality and Gender**

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	3	6	9	2	1	3	33.33
BE	1	1	2				
BG	1	1	2				
CH		2	2		2	2	100.00
CZ		5	5		1	1	20.00
DE	4	13	17	5	6	11	64.71
DK		1	1				
ES	4	12	16	1	3	4	25.00
FR	4	12	16	1	4	5	31.25
GB	2	3	5	1	2	3	60.00
GR	5	4	9		1	1	11.11
HR	1		1				
HU					1	1	
IN	7	13	20				
IT	15	28	43	4	12	16	37.21
NL		2	2				
NO		1	1				
PK	9	24	33		1	1	3.03
PL	4	8	12				
PT		2	2				
RS	3		3				
SE		2	2	1		1	50.00
SI		1	1				
SK		1	1		1	1	100.00
TR	4	8	12		1	1	8.33
UA		2	2				
<b>Total</b>	<b>67</b>	<b>152</b>	<b>219</b>	<b>15</b>	<b>36</b>	<b>51</b>	<b>23.29</b>

**Table 55. Number of Students Selected (Doctoral Student Programme) by Nationality over the last 5 years**

Nat.	2015	2016	2017	2018	2019	Total
AT	11	9	8	7	3	38
BE	1					1
CH	3	3	2	1	2	11
CY		1				1
CZ	1				1	2
DE	11	17	26	9	11	74
ES	11	9	6	1	4	31
FR	4	9	5	3	5	26
GB	2	2	6		3	13
GR	6	4	3	5	1	19
HU	2		1	1	1	5
IN			1			1
IT	21	14	19	7	16	77
NL	2	2	2	2		8
NO	1		2			3
PK		1	1	1	1	4
PL	2	5	4	5		16
PT	1	1	3	2		7
SE	2	4	2		1	9
SI			1			1
SK	1			1	1	3
TR	1		1	1	1	4
UA			1	1		2
NMS	4	4	3	2		13
<b>Total</b>	<b>87</b>	<b>85</b>	<b>97</b>	<b>49</b>	<b>51</b>	<b>369</b>

Including students selected to replace those who refused a CERN studentship.

**Table 56. Candidates Applied and Selected for the Summer Student Programme during 2019 by Nationality and Gender**

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT	15	35	50		3	3	6.00
BE	7	23	30		3	3	10.00
BG	8	15	23	2		2	8.70
CH	5	33	38		5	5	13.16
CY	3	25	28	1	2	3	10.71
CZ	4	13	17	1	3	4	23.53
DE	29	59	88	9	15	24	27.27
DK	9	16	25	1	5	6	24.00
ES	37	179	216	4	7	11	5.09
FI	7	19	26	1	2	3	11.54
FR	42	86	128	5	8	13	10.16
GB	85	267	352	6	12	18	5.11
GR	55	121	176	3	3	6	3.41
HR	1		1				
HU	1	13	14		3	3	21.43
IL	5	8	13	2		2	15.38
IN	287	976	1,263	3	10	13	1.03
IT	54	145	199	4	11	15	7.54
LT	6	21	27	1	1	2	7.41
NL	6	16	22	1	6	7	31.82
NO	8	18	26	1	2	3	11.54
PK	214	864	1,078	1	2	3	0.28
PL	25	54	79	4	4	8	10.13
PT	16	31	47	1	2	3	6.38
RO	14	19	33	1	2	3	9.09
RS	9	16	25		2	2	8.00
SE	21	35	56	1	6	7	12.50
SI	1	8	9		2	2	22.22
SK	2	13	15		2	2	13.33
TR	90	154	244	1	2	3	1.23
UA	12	22	34		2	2	5.88
NMS	839	2,054	2,893	68	88	156	5.39
<b>Total</b>	<b>1,917</b>	<b>5,358</b>	<b>7,275</b>	<b>122</b>	<b>215</b>	<b>337</b>	<b>4.63</b>

**Table 57. Candidates Applied and Selected for the Administrative Student Programme during 2019 by Nationality and Gender**

Nat.	Application			Selected			Success Rate
	F	M	Total	F	M	Total	
AT		3	3				
BE	2		2	1	1	2	100.00
BG	3		3				
CH	15	6	21	3		3	14.29
CZ	8	3	11	1		1	9.09
DE	2	1	3		1	1	33.33
DK	2		2	1		1	50.00
ES	9	5	14	1		1	7.14
FI	7		7	1		1	14.29
FR	35	19	54	5	3	8	14.81
GB	9	9	18	1		1	5.56
GR	29	15	44	8		8	18.18
HU	2	1	3	1		1	33.33
IN	15	14	29	1		1	3.45
IT	9	6	15	3		3	20.00
NO		3	3	2	1	3	100.00
PK	81	125	206	1		1	0.49
PL	5	2	7				
PT	1		1				
RO	3	2	5	1	1	2	40.00
RS	5	2	7	1		1	14.29
SE	2	3	5	1		1	20.00
SK	2	2	4				
TR	11	8	19				
UA	4	3	7				
<b>Total</b>	<b>261</b>	<b>232</b>	<b>493</b>	<b>33</b>	<b>7</b>	<b>40</b>	<b>8.11</b>

Including students selected to replace those who refused a CERN studentship.

# Annex

## Definitions

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### Departments/Units/Sectors

Code	Description
<b>ATS</b>	Accelerators and Technology Sector
<b>BE</b>	Beams Department
<b>DG</b>	Director-General Unit
<b>EN</b>	Engineering Department
<b>EP</b>	Experimental Physics Department
<b>FAP</b>	Finance and Administrative Processes Department
<b>FHR</b>	Financial and Human Resources Sector
<b>HR</b>	Human Ressources Department
<b>HSE</b>	Occupational Health, Safety and Environmental Protection Unit
<b>IPT</b>	Industry, Procurement and Knowledge Transfer Department
<b>IR</b>	International Relations Sector
<b>IT</b>	Information Technology Department
<b>PF</b>	Pension Fund Administration Unit
<b>RCS</b>	Research and Computing Sector
<b>SMB</b>	Site Management and Buildings Department
<b>TE</b>	Technology Department
<b>TH</b>	Theoretical Physics Department

### Professional Categories

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

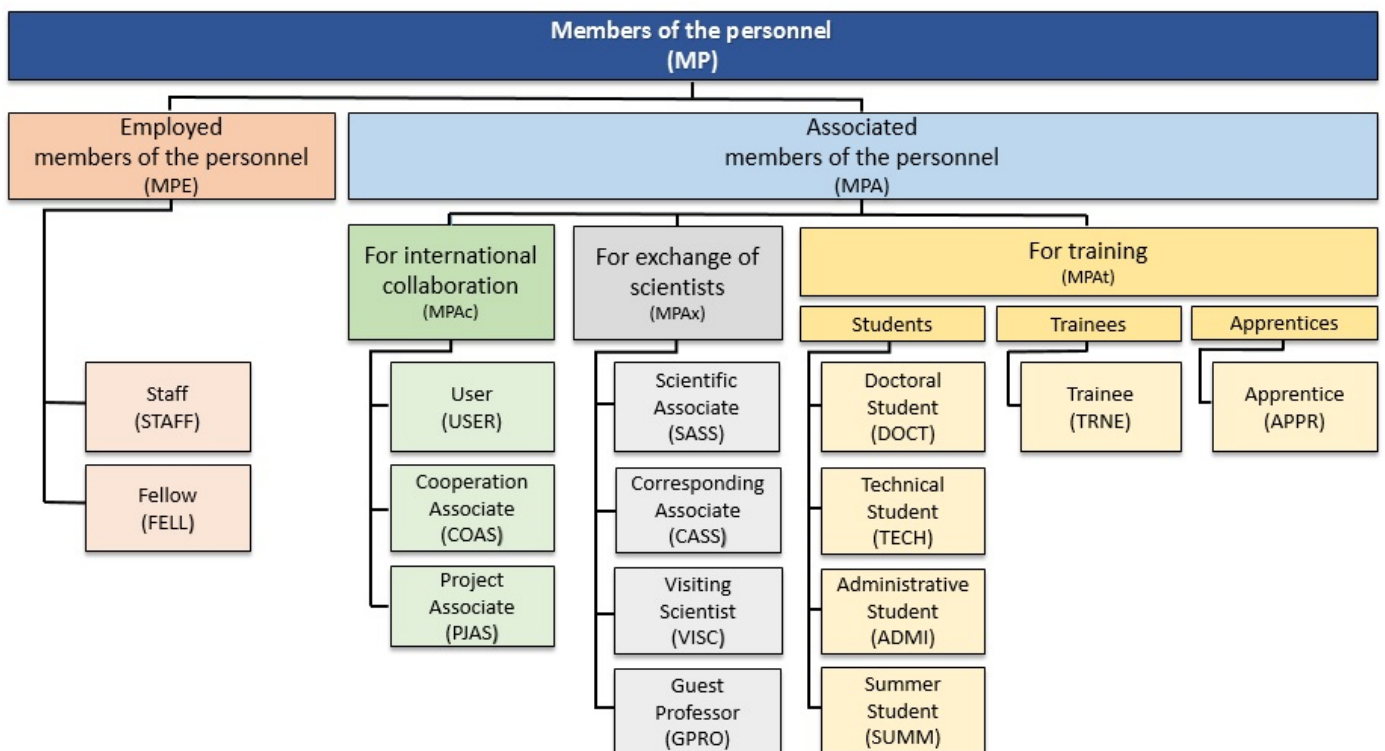
## CERN Status

Code	Description
<b>ADMI</b>	Administrative Student
<b>APPR</b>	Apprentice
<b>CASS</b>	Corresponding Associate
<b>COAS</b>	Cooperation Associate
<b>DOCT</b>	Doctoral Student
<b>FELL</b>	Fellow
<b>GPRO</b>	Guest Professor
<b>PJAS</b>	Project Associate
<b>SASS</b>	Scientific Associate
<b>STAF</b>	Staff Member
<b>SUMM</b>	Summer Student
<b>TECH</b>	Technical Student
<b>TRNE</b>	Trainee
<b>USER</b>	User
<b>VISC</b>	Visiting Scientist

## Types of Contract

Code	Description
<b>LD</b>	Limited Duration Contract
<b>IC</b>	Indefinite Contract

## Grouping 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 Technician	Accelerator/ Industrial Process Operations Technician					
			Civil Engineering Technician	Civil Engineering Technician	Civil Engineering Technician	Civil Engineer		Principal Civil Engineer	
				Civil Engineering Technical Engineer					
		Computing Technician	Computing Technician	Computing Technician	Computing Technician	Computing Engineer		Principal Computing Engineer	
				Computing Technical Engineer					
		Electrical Technician	Electrical Technician	Electrical Technician	Electrical Technician	Electrical Engineer		Principal Electrical Engineer	
				Electrical Technical Engineer					
Electronics Craftsperson				Electronics Technical Engineer					
		Electronics Technician	Electronics Technician	Electronics Technician	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 Technical Engineer					
		Material Science/Chemical Technician	Material Science/Chemical Technician	Material Science/Chemical Technician	Material Science/Chemical Engineer/Chemist			Principal Material Science/Chemical Engineer/Chemist	
				Material Science/Chemical Technical Engineer					
		Mechanical Technician	Mechanical Technician	Mechanical Technician	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	
	Firefighter					Commanding Fire Officer			
				Fire Officer					
				Nurse (Occupational Health)					
						Physician (Occupational Health)		Principal Physician (Occupational Health)	
						Site Security Professional			
Administrative Clerk									
		Process/Services Assistant	Process/Services Assistant	Process/Services Assistant					
		Personal/Team Assistant	Personal/Team 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 Cluster	Description	Professional Category
<b>1-2-(3)</b>		
	Electronics Craftsperson	4
	Craftsman	4
	Mechanical Craftsperson	4
	Administrative Clerk	5c
<b>2-3-(4)</b>		
	Firefighter	4
<b>3-4-(5)</b>		
	Accelerator/Industrial Process Operations Technician	3
	Radiation Protection Technician	3
	Civil Engineering Technician	3
	Electromechanical Technician	3
	Electronics Technician	3
	Technician	3
	Electrical Technician	3
	Mechanical Technician	3
	Material Science/Chemical Technician	3
	Health, Safety and Environment Technician	3
	Computing Technician	3
	Process/Services Assistant	5b
	Personal/Team Assistant	5b
<b>4-5-(6)</b>		
	Computing Technical Engineer	3
	Electronics Technical Engineer	3
	Civil Engineering Technical Engineer	3
	Mechanical Technical Engineer	3
	Fire Officer	3
	Technical Engineer	3
	Electromechanical Technical Engineer	3
	Electrical Technical Engineer	3
	Nurse (Occupational Health)	3
	Material Science/Chemical Technical Engineer	3
	Radiation Protection Technical Engineer	3
	Accelerator/Industrial Process Operations Technical Engineer	3
	Health, Safety and Environment Technical Engineer	3
	Financial Support Officer	5b
	Logistics Support Officer	5b
	Scientific Information Support Officer	5b
	Procurement Support Officer	5b
	Human Resources Support Officer	5b
	Support Officer	5b

Benchmark Job Cluster	Description	Professional Category
<b>4-5-(6)</b>		
	Business Process Support Officer	5b
	Communications/Public Relations/External Relations Support Officer	5b
	Executive Personal Assistant	5b
<b>6-7-(8)</b>		
	Theoretical Physicist	1
	Physicist	1
	Research Physicist	1
	Health, Safety and Environment Engineer	2
	Site Security Professional	2
	Electronics Engineer	2
	Computing Engineer	2
	Radiation Protection Physicist	2
	Electromechanical Engineer	2
	Mechanical Engineer	2
	Engineer	2
	Applied Physicist	2
	Physician (Occupational Health)	2
	Commanding Fire Officer	2
	Material Science/Chemical Engineer/Chemist	2
	Electrical Engineer	2
	Civil Engineer	2
	Translator	5a
	Internal Auditor	5a
	Scientific Information Professional	5a
	Procurement Professional	5a
	Financial Professional	5a
	Administrator	5a
	Knowledge Transfer Professional	5a
	Human Resources Professional	5a
	Business Process Analyst	5a
	Logistics Professional	5a
	Legal Adviser	5a
	Communications/Public Relations /External Relations Professional	5a
<b>9-(10)</b>		
	Principal Research Physicist	1
	Principal Theoretical Physicist	1
	Engineer Principal	2
	Principal Electromechanical Engineer	2
	Principal Radiation Protection Physicist	2
	Principal Material Science/Chemical Engineer/Principal Chemist	2
	Principal Health, Safety and Environment Engineer	2
	Principal Electronics Engineer	2
	Principal Civil Engineer	2

Benchmark Job Cluster	Description	Professional Category
<b>9-(10)</b>		
	Principal Electrical Engineer	2
	Principal Applied Physicist	2
	Principal Physician (Occupational Health)	2
	Principal Mechanical Engineer	2
	Principal Computing Engineer	2
	Principal Financial Professional	5a
	Principal Internal Auditor	5a
	Principal Translator	5a
	Principal Knowledge Transfer Professional	5a
	Principal Business Process Analyst	5a
	Principal Communications/Public Relations/External Relations Professional	5a
	Principal Legal Adviser	5a
	Principal Human Resources Professional	5a
	Principal Logistics Professional	5a
	Principal Scientific Information Professional	5a
	Principal Procurement Professional	5a
	Administrator Principal	5a



## Nationalities

Code	Description
AL	ALBANIA
AM	ARMENIA
AR	ARGENTINA
AT	AUSTRIA
AU	AUSTRALIA
AZ	AZERBAIJAN
BA	BOSNIA
BD	BANGLADESH
BE	BELGIUM
BG	BULGARIA
BH	BAHRAIN
BJ	BENIN
BO	BOLIVIA
BR	BRAZIL
BW	BOTSWANA
BY	BELARUS
CA	CANADA
CG	CONGO
CH	SWITZERLAND
CL	CHILE
CN	CHINA
CO	COLOMBIA
CR	COSTA RICA
CS	CZECHOSLOVAKIA
CU	CUBA
CY	CYPRUS
CZ	CZECH REPUBLIC
DE	GERMANY
DK	DENMARK
DZ	ALGERIA
EC	ECUADOR
EE	ESTONIA
EG	EGYPT
ES	SPAIN
FI	FINLAND
FR	FRANCE
GB	UNITED KINGDOM
GE	GEORGIA
GH	GHANA
GI	GIBRALTAR
GR	GREECE
GT	GUATEMALA

## Nationalities

Code	Description
HK	HONG-KONG
HN	HONDURAS
HR	CROATIA
HU	HUNGARY
ID	INDONESIA
IE	IRELAND
IL	ISRAEL
IN	INDIA
IQ	IRAQ
IR	IRAN
IS	ICELAND
IT	ITALY
JM	JAMAICA
JO	JORDAN
JP	JAPAN
KE	KENYA
KG	KYRGYZSTAN
KN	SAINT KITTS AND NEVIS
KP	DEM. PEO. REP. OF KOREA
KR	REPUBLIC OF KOREA
KZ	KAZAKHSTAN
LB	LEBANON
LK	SRI LANKA
LS	LESOTHO
LT	LITHUANIA
LU	LUXEMBURG
LV	LATVIA
MA	MOROCCO
MD	MOLDOVA
ME	MONTENEGRO
MG	MADAGASCAR
MK	REPUBLIC OF NORTH MACEDONIA
MM	MYANAMAR
MT	MALTA
MX	MEXICO
MY	MALAYSIA
NG	NIGERIA
NL	NETHERLANDS
NO	NORWAY
NP	NEPAL
NZ	NEW ZEALAND
OM	OMAN

## Nationalities

Code	Description
PE	PERU
PH	PHILIPPINES
PK	PAKISTAN
PL	POLAND
PS	PALESTINIAN AUTHORITY, PASSPORT ISSUED BY
PT	PORTUGAL
PY	PARAGUAY
RO	ROMANIA
RS	SERBIA
RU	RUSSIA
SA	SAUDI ARABIA
SD	SUDAN
SE	SWEDEN
SG	SINGAPORE
SI	SLOVENIA
SK	SLOVAKIA
SM	SAN MARINO
SN	SENEGAL
SV	EL SALVADOR
SY	SYRIAN ARAB REPUBLIC
TH	THAILAND
TN	TUNISIA
TR	TURKEY
TW	TAIWAN
UA	UKRAINE
US	UNITED STATES OF AMERICA
UY	URUGUAY
UZ	UZBEKISTAN
VE	VENEZUELA
VN	VIETNAM
YE	YEMEN
ZA	SOUTH AFRICA
ZM	ZAMBIA
ZW	ZIMBABWE