

**Report by the Vice-Chair of TREF, Ms B. Vizkelety,
to the Finance Committee on 14 June 2017**

TREF held its 95th meeting on 23 May. It was our pleasure to welcome the new delegate for Slovakia, Mr Anton Fric, as well as Mr David Brown of the UK, who replaced Ms Sarah Verth for this meeting only.

The meeting began with a look at the 2016 CERN Personnel Statistics, which were presented on this occasion by the deputy leader of the Talent Acquisition group in the HR department, Ms Anna Cook. The revised contract policy implemented in 2015 has begun to show its effects in the statistics, with more extensions granted in 2016 than in 2015, while the ratio of limited-duration contracts to indefinite contracts remains stable at 30:70. The Management is carefully monitoring retirement levels, which have been low in recent years, and is ensuring that CERN is well prepared in terms of skills retention and succession planning for an eventual increase in the number of retirements. Efforts are ongoing to increase the visibility of CERN's many employment opportunities across all Member States, as recruitment difficulties persist in a small number of specialist fields and for certain Member States. Dr Roy said that, while the Staff Association was pleased that the Personnel Statistics showed that the numbers of users, students and fellows continued to grow, staff numbers had not increased to a corresponding degree. The supervision and training of the growing population of students and fellows, as well as the provision of services to ever more users, was placing an increasingly strain on CERN's staff, a situation which, in the Staff Association's view, must be monitored carefully. TREF delegates were particularly pleased to see the inclusion of statistics relating to the implementation of the diversity measures approved in the framework of the 2015 five-yearly review of employment conditions, namely the recognition of registered partnerships and the take-up of the revised saved leave and teleworking programmes.

The Management took note of a request from TREF for the inclusion of error bars for certain statistics in future editions of the document, in order to identify significant trends as opposed to minor statistical variations. The 2016 Personnel Statistics are available from the TREF section of the CERN Council website¹, and I strongly encourage you to explore them in more detail.

As at every TREF meeting, the Diversity Programme leader, Ms Geneviève Guinot, presented an update on the programme's activities, on this occasion highlighting recent efforts to help with the integration of the spouses and partners of newly recruited employed members of the CERN personnel, through regular welcome events and CERN's participation in the International Dual Career Network. She also gave details of various initiatives relating to gender equality, namely new commitments made by the Director-General in her role as an International Gender Champion in Geneva, and the Gender in Physics Day held at CERN on 27 January in the framework of the European Union's GENERA project. As a result of this event, the EIROForum has set up a working group on diversity matters, which will meet on a regular basis, bringing together those responsible for diversity in its eight member scientific organisations to share experiences and best practices. To mark the International Day of Women and Girls in Science on 11 February, profiles of several women working in scientific and technical roles were published on the CERN website, and female members of the personnel also visited local schools to talk about what had inspired them to pursue scientific careers. Lastly, CERN participated in the International Telecommunication Union's Girls in ICT Day on 27 April by organising a programming workshop.

TREF will next meet on 12 October. I would like to take this opportunity to encourage Member State delegations to send representatives to every meeting of TREF, in order to ensure that they are kept well-informed of personnel matters and can participate in the detailed and valuable tripartite discussions we have with the CERN Management and the Staff Association.

¹ <http://council.web.cern.ch/en/content/reference-documents>