Families and Careers at CERN

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CERN Diversity Programme Leader
Hamburg—20 January 2015
Agenda

- CERN as an Organization
- Careers at CERN
- CERN & Families
- A word on CERN Diversity Programme
CERN as an Organization
What is CERN?

- The largest particle physics laboratory in the world
- International (inter-governmental) organisation
What do we do?

→ Big Science Projects

- Diversity of scientific projects
  of technologies
  of professions
Diversity of nationalities of statuses of managerial frameworks
Quick look at demographics (2013 numbers)

Source: 2013 CERN Personnel Statistics
CAREERS at CERN
Associated members of the personnel

Associated members of the personnel are not employed by the Organization but are appointed by the Director-General on the basis of a contract of association.

In accordance with the mission of the Organization, the purpose of contracts of association is to promote:

- International collaboration
- Contacts between, and the exchange of, scientists
- Advanced training

For more information
http://jobs.web.cern.ch/join-us/associates

“Some 11,000 Associated Members of Personnel from over 600 institutes and universities - half of the world's particle physicists - come to CERN for their research.”
Student Programmes

Doctoral, Technical, Summer

Fields:
Applied physics, physics, engineering, computing

For more information
http://jobs.web.cern.ch/join-us/students

“PhD thesis project”  “Technical project”

“High-quality lectures”  “Visits and workshops”

“It’s a great place to start a career, it’s a great place to learn new skills, make new friends…”

“Can’t imagine a better way to spend my summer”

“Gave me the opportunity to meet important people, especially in the research fields”
Fellowships

“A perfect place to follow the most recent ideas in physics and start new collaborations”

Junior / Senior, Marie-Curie, TTE, Post Career Break

Fields
Physics, engineering, computing & more...

For more information:
Junior / Senior:
http://jobs.web.cern.ch/join-us/graduates
Marie-Curie:
http://jobs.web.cern.ch/join-us/marie-curie-actions
Post Career Break:
http://jobs.web.cern.ch/job/11263

Project with a supervisor
Training
Networking
Post Career Break Fellowship

Career break due to
- Family responsibilities
- Caring responsibilities
- Health issues
- Other personal reasons

Conditions:
- Full-time or part-time
- 2-year contract
- Family and child allowances
- Travel expenses
- Contribution to school fees

Closing date: 1 March 2015!

Spread the word!
Technician Training Experience (TTE)

“In line with CERN’s mission, offer young future technicians a first experience in a hi-tech environment to equip them with first class skills for the labour market”

- World-class training for technicians just having completed studies
- Fellowship-based contract & conditions
- Skills training
- Skills transfer to Member States & “talent pipeline”
- Diversity of domains: mechanics, electro-mechanics, electricity, electronics, vacuum, controls…”
CERN Staff Members

Fields
Physics, Computing, Engineering, Technical Support, Human Resources, Finance, Management & Administration...

For more information
http://jobs.web.cern.ch/join-us/experienced-professionals

"It's the chance to focus on being the very best at what you do"

Limited duration contracts / Indefinite contracts

Salary
Benefits
Training

20.5%
Demographics – staff members

Age Distribution
2013

Staff population by gender and employment position

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>80%</td>
<td>20%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>Professional Staff</td>
<td>83%</td>
<td>17%</td>
</tr>
<tr>
<td>Management</td>
<td>77%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Source: CERN Personnel Statistics 2013
Professions and gender distribution - staff members

3% Research Physicists
41% Applied Physicists or Engineers
40% Technicians

Trend in the proportion of women in the Admin population

Trend in the proportion of women in the S.E.T population

http://diversity.web.cern.ch/external_documents
CERN & FAMILIES
2/3 of the staff members are on international assignment.

Definition of family: avoid that legal unions dissolve when moving, leaving families including children in a legal limbo.

Social and financial benefits linked to international assignment

2014 HSBC study ranked Switzerland #1 country for expat experience

Facilitating the social integration: clubs open to all (sports, leisure and cultural activities)

Health coverage for partners

On-site language courses

Better alignment of rights for married couples and those in a civil partnership needed
**Families structure - Staff members**

### Marital Status

- **Married**: 65%
- **Partnered**: 5%
- **Single**: 30%

Source: 2013 CERN Personnel Statistics

### Marital status compared to countries

- **CERN**:
  - Married: 30%
  - Partnered: 5%
  - Single: 65%

- **Germany**:
  - Married: 43%
  - Partnered: 6%
  - Single: 52%

- **France**:
  - Married: 40%
  - Partnered: 12%
  - Single: 48%

- **Switzerland**:
  - Married: 42%
  - Partnered: 3%
  - Single: 55%

- **Austria**:
  - Married: 38%
  - Partnered: 7%
  - Single: 55%

Source for country data: Society at a Glance 2014, published by OECD.

### Dependent children

- **0**: 36%
- **1 child**: 17%
- **2 children**: 32%
- **3 and above**: 15%

Source: 2013 CERN Personnel Statistics
Flexibility

Work From Home:
max 2 x 0.5 days a week

Source: 2013 CERN Personnel Statistics
Flexibility

Part-Time work

full-time=40h/wk

Source: 2013 CERN Personnel Statistics

Source: HR Data base 2014
Dynamic leave scheme

Saved Leave Scheme:
Possibility to buy up to 22 days of leave

Source: 2013 CERN Personnel Statistics
Dynamic leave scheme

Possibility to be granted a leave for personal convenience (unpaid – one year renewable)

58. A particular effort will be made by the parties concerned to look favourably on applications by members of the personnel for special leave for personal convenience for the purposes of bringing up their dependent children.

Leave in the event of illness of a close relative – Maximum 7 days/year remunerated leave. For single parents, leave is increased by 5 days in the event of serious illness of a dependent child.

Leave for family reasons – Marriage, loss of spouse, child, own parents 3 days; brother, sister, parent in law or step-parent 1 day.

Compassionate leave – Up to 3 months unremunerated leave to care for a close relative.
Framework for special working hours

Compensatory leave preferred over remuneration
On-site child care facilities

- CERN Kindergarten (2-4 years 68 places)
- CERN Infant school (4-6 years 80 places)
- CERN Crèche (Kindergrippe, 20 places)
- Agreements with off-site care facilities in France and Switzerland (56 places) subsidized by CERN
- Toddlers Group (CERN WoMen’s Club)
- Dedicated lunch room for parents and kids at the on-site cafeteria

More places needed
More affordable
With more flexible hours
Spouse employment / dual career issue

- Spouse employment = a mobility barrier

  ➔ Several studies on academic professionals and researchers (e.g. EU, US, CH).

  ➔ Corporations are addressing the issue for attraction / integration / retention purposes

  ➔ More men as trailing spouses…

- What is available today

  ➔ Support to work permit request in Switzerland for spouse

  ➔ Dual employment or association possible

  ➔ Ad’hoc advice on local job market
Attract, retain and engage an even more diverse talent pool

Next on our Agenda

Definition of family to follow societal developments in the Member States.

Support structures for spouse/partner employment

Support structures for parents and families

Support structures for work life balance
From non-discrimination to diversity

Non-discrimination
on the basis of gender, age, nationality, ethnic origin, disability, sexual orientation, religion or belief

Equal Opportunities
ensure equal and fair treatment in recruitment, career development, working conditions

Diversity
recognize and actively reap the benefits from a heterogeneous workforce
courage diverse teams in terms of professional competencies and personal abilities
Diversity is embedded in the HR strategy

Pro-active measures ≠ Positive discrimination

‘enable all – favour none’
Raising awareness - inform - promote

Get an insight into diversity, develop greater sensitivity to differences, acquire new tools to recognize and overcome unconscious biases. Join us on this journey to promote the role of women in science.

**Diversity in Action Workshop** - 4th edition
Bilingual French and English
Thursday 18 September 2014, 18.30am to 12.30pm
Business Center Technopole - Stans-Gross Pouslin

**La Diversité en action - 4e session bilinéaire française / anglaise**
Jeudi 18 septembre 2014, 18h30 à 12h30
Business Centre Technopole - Stans-Gross Pouslin

Registration mandatory through www.

Everyone working on the CERN site is invited.

We invite you to participate in the CERN Voices for International Women’s Day, an event that has been observed since the early 1920s to promote change for the status of women around the world.

Join us on Wednesday, 18 September, 18.30am to 12.30pm in the Business Center Technopole, Stans-Gross Pouslin, to learn more about diversity and the challenges faced by women in science.

http://diversity.web.cern.ch/external_documents
It's QUESTION TIME!!