

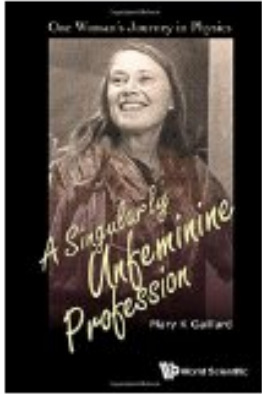
CERN – an international / intergovernmental organisation



- **Diversity of nationalities**
statuses
managerial frameworks
professions



Bringing the issue and taking actions



1980



REPORT ON WOMEN IN SCIENTIFIC CAREERS AT CERN

Mary K. Gaillard
LAPP, Annecy, France
and
CERN, Geneva, Switzerland

RAPPORT DU
GROUPE CONSULTATIF DE REFLEXION
SUR LA
SITUATION DES FEMMES

RECOMMANDATIONS
ADOPTÉES PAR LE GROUPE DE TRAVAIL INTERNE
SUR LA REVISION DES STATUT ET REGLEMENT
DU PERSONNEL

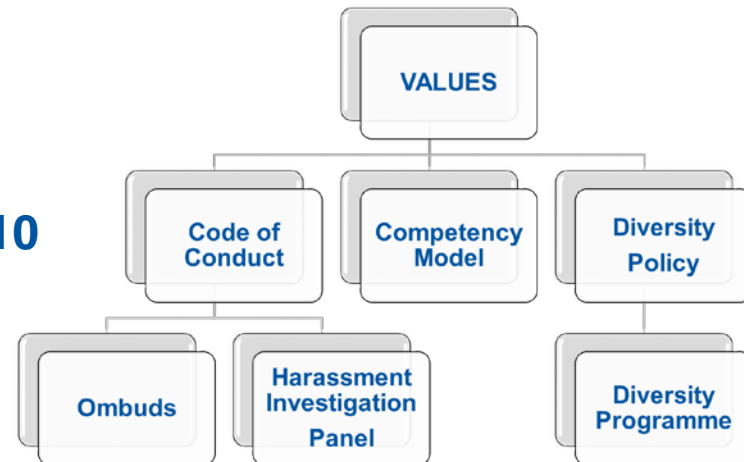


1993



The working group that submitted a report to the Management with recommendations to increase the number of women working at CERN (1995). From left to right: Maria Fidecaro, Sudeshna Dutta-Cockerill, Irene Seis, Eva-Maria Gröniger-Voss, Linda Griffiths

2010



Gender representation – 20%

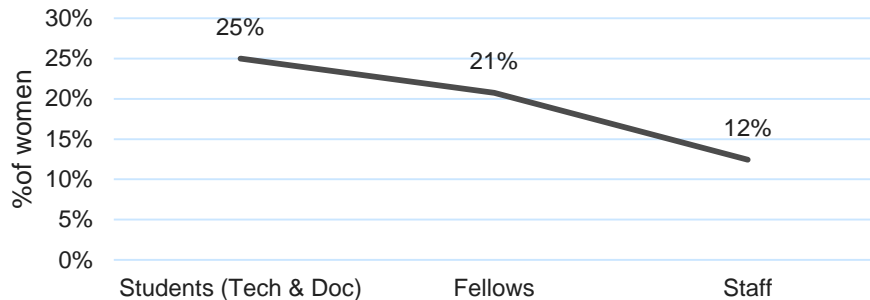
Evolution of the percentage of women in the STEM and professional administrator populations

Staff Members	Research Physicists	Applied Physicists	Computing Engineers	other Engineers	Prof Admin
%W 1995	3	3	11	0.5	18
%W 2015	10	14	10	14	54

Challenge = maintain / improve progress

Source: CERN Personnel Statistics

% of women in the STEM Professions



Challenge = understand / address the leaky pipeline effect

Female representation in hierarchical positions	2000	2016
Line Management (Group and Section Leaders)	27 W / 487 M 5% W	76 W / 343 M 22% W
Senior Management (DG, Directors and Division Leaders or Department Heads)	No woman	3 W / 12 M

Challenge = overcome the glass ceiling effect that has accumulated over the years in the highest positions



Concretely...achieve Excellence by* ...

- Encouraging girls and women to take up careers in Science (or to return to STEM)



SIX WOMEN SHARE THEIR EXPERIENCE WORKING AT CERN



- Employing them [...] we should address this through equitable processes

- Monitoring of all HR processes
- Improvement of selection practices
- Collegiality of committees

- Enabling them, i.e. creating an inclusive work environment that allows them to give of their best

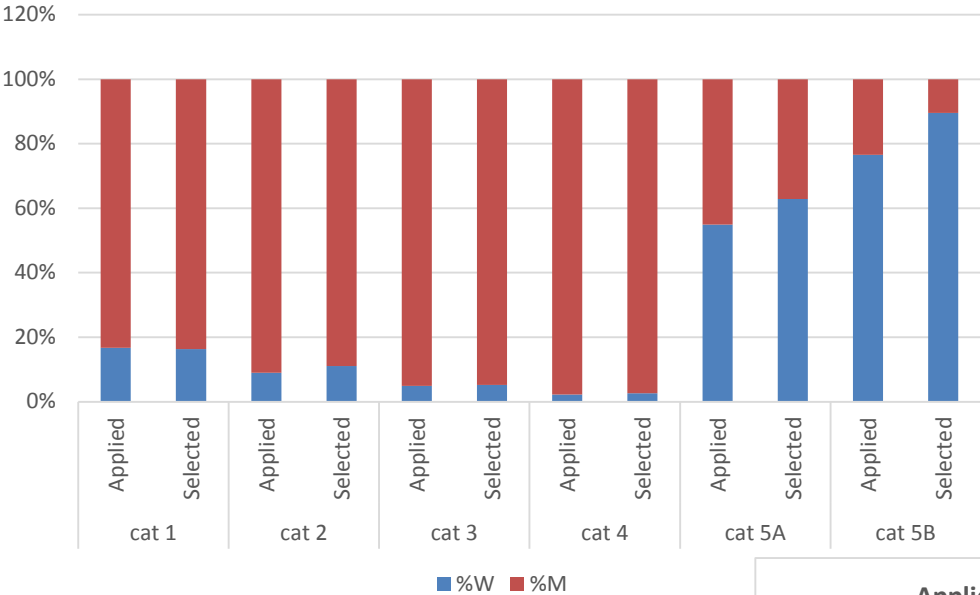


* CERN Director General, Rolf Heuer, 2013

Applicant pool

Staff only

Applicants and selected candidates by gender in the different professional categories



- cat 1: research physicists
- cat 2 : applied physicists and engineers
- cat 3: technicians
- cat 4 : crafts
- cat 5A : professional administrators
- cat 5B : administrative assistants
- cat 5C : clerks

