

Diversity at CERN

20th CSAIO

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Diversity – Staff Rules & Regulations

- Preamble
 - Considering that the Organization promotes the added value of workforce diversity, reaffirms equality of treatment and does not discriminate between members of its personnel, in particular with regard to nationality, gender, age, profession and individual differences such as belief, opinion, sexual orientation or disability
- policy
 - CERN's Diversity Policy is based on the three principles of “appreciating differences, fostering equality and promoting collaboration” which are drawn from CERN's Diversity.
 - CERN diversity policy document (6 pages as reference edited by HR)

Diversity-related social & financial conditions

- **Modernize policies and social benefits to follow societal developments in CERN member States**
- **Act on factors to increase the attractiveness and retain personnel of the highest level of competence & integrity**
 - Improve social benefit equality between different types of legal unions
 - Take families' expectations into account
 - Enhance professional / personal life balance

Motivations

Diversity-related social & financial conditions (cont'd)

- **Extend recognition of registered partnerships**
- **Improve flexibility during maternity leave**
- **Increase duration & scope of paternity leave**
- **Enhance conditions offered during paternity leave**
- **Support reduced working time for new parents**
- **Support dual-career couples**
- **Enhance Saved Leave Scheme (SLS)**
- **Extend teleworking scheme**
- **Enable leave donation**

**Proposals 5YR 2015
(effective date January 2016)**



Diversity-related social & financial conditions (cont'd)

- **Extend recognition of registered partnerships**
 - More inclusive definition of marriage and spouse
 - Equal benefits for married and partnered couples during employment or association
 - Equal treatment regarding pension benefits
 - Partnership recognised by reference to the law under which it was established

Difference marriage / partnership		Difference marriage / partnership				
		CERN	EC EMBL EPO ESA	ESO	ITER	UNOG
Health Insurance	<i>identical</i>	x	x	x	x	x
	<i>different</i>					
Family allowance	<i>identical</i>		x	x	x	x
	<i>different</i>	x				
Child allowance for step child	<i>identical</i>		x	x		x
	<i>different</i>	x			x	
"Expatriation" benefits	<i>identical</i>		x			x
	<i>different</i>	x		x	n/a	
Home leave	<i>identical</i>		x	x	x	x
	<i>different</i>	x				
Special leave for family reasons (e.g. death of spouse)	<i>identical</i>		x	x	x	x
	<i>different</i>	x				
Survivor's pension and other benefits	<i>identical</i>		x		x	
	<i>different</i>	x		x		x

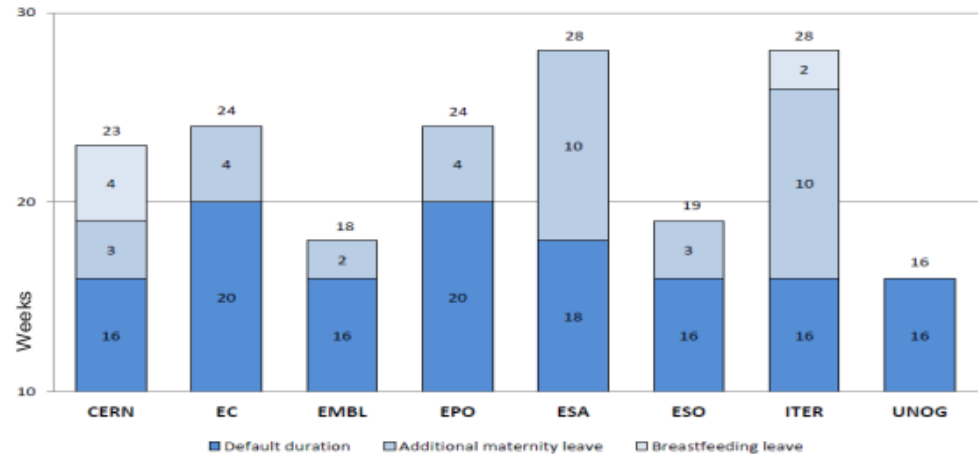
Entitlement to social benefits for a staff member's recognised registered partner
Source: adapted from OECD report – CERN/TREF/413

Before January 2016

Diversity-related social & financial conditions (cont'd)

• Improve flexibility during maternity leave

- Overall duration unchanged
- Exceptional extension 3 weeks in case of illness of the new-born
- Part-time work possible up to between 2 & 6 weeks before due date
- Transfer of any fraction of days worked during the prenatal period unto the postnatal period
- Support to fellows on maternity leave
 - Health insurance coverage until the end of maternity leave (full contributions paid by the Organization)



Maximum duration of maternity leave (in weeks)

Source: OECD report – CERN/TREF/413

- Extension of contract in case of hardship

Diversity –related social & financial conditions (cont'd)

- Increase duration & scope of paternity leave
 - Extension duration from 6 to 10 workings days
 - Extension duration from 10 to 15 workings days
 - Multiple births
 - As of the second child
 - MPE is a single parent
 - Event of serious illness or disability of a new-born
 - Extension of scope of paternity leave to any MPE, regardless of gender

CERN

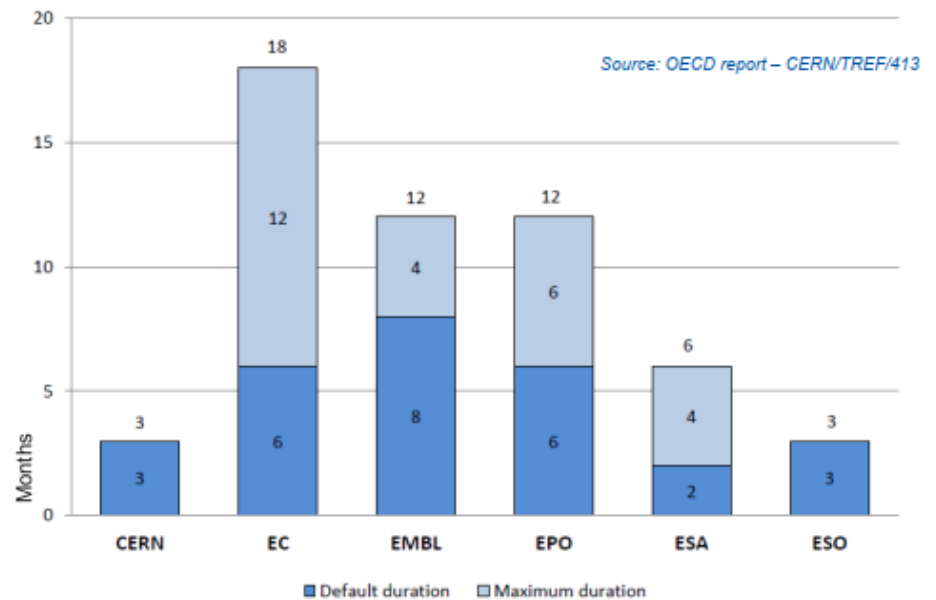
	CERN	EC	EMBL	EPO	ESA	ESO	ITER	UNOG
Duration of standard paternity leave in working days (100% remunerated)	6	10	10	10	10	10	10	20

Duration of standard paternity leave (in days)
Source: adapted from OECD report –
CERN/TREF/413



Diversity-related social & financial conditions (cont'd)

- Enhancement of the conditions offered during parental leave
 - Extension duration from 3 to 4 months
 - Parental leave remains unpaid, however
 - Payment of child, family & infant allowances continues
 - CERN pays the cost of both CHIS contribution
 - Guaranteed access to parental leave (2 months' notice is given)



Diversity-related social & financial conditions (cont'd)

- Support reduced working time for new parents
 - With a view to supporting return-to-work after the birth or adoption of a child
 - Guaranteed access to part-time work for a maximum of 6 months during a period of 12 months following adoption or birth. Minimum working time of 80% is required.
- Support dual-career couples
 - Social integration of families
 - Equal treatment for installation (spouse / registered partner)
 - Measures to facilitate professional integration (spouse / registered partner)
 - Spouse Welcome events
 - Corporate membership to international DCN (Dual Career Network)
 - Guaranteed access to parental leave (2 months' notice is given)

Diversity-related social & financial conditions (cont'd)

- Enhance Saved Leave Scheme

- Slightly revised conditions of saved leave
- Possibility to use long-term saved leave at define times during the career for professional development or caring responsibilities

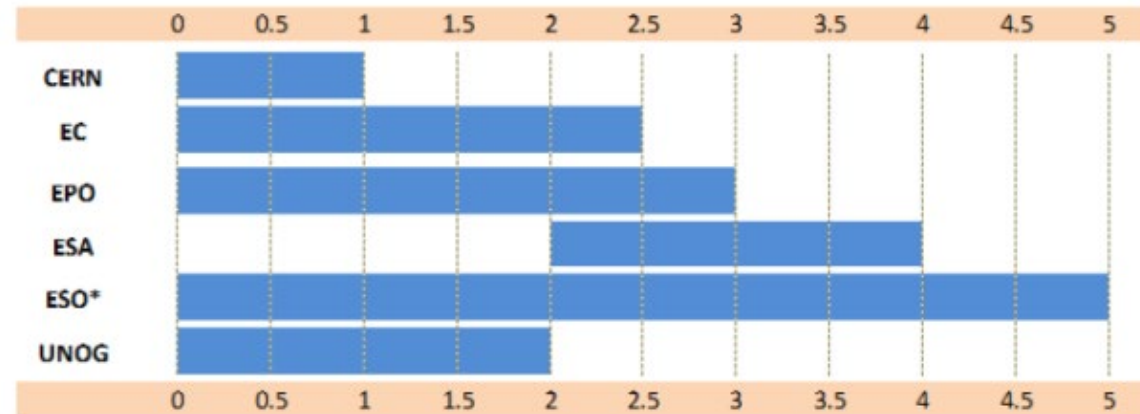
**Long-term
saved leave
with negative
interest rate**

% of Staff Members with Saved Leave			
	2011	2015	2018
1 slice	19%	26%	24%
2 slices	4%	6%	9%
3 slices	2%	2%	3%
4 slices	7%	11%	13%
Total	32%	45%	49%

Diversity-related social & financial conditions (cont'd)

- Extend teleworking scheme
 - Modification of the name of the scheme : **work-from-home** → **telework**
 - Possibility of teleworking from a location other than home
 - Regular telework may be authorized for one and a half day or two days per week (**exceptional circumstances**)
 - Possibility of occasional teleworking
 - Teleworking for fellows (new)

If compatible with the needs
of the service concerned



*case-by-case approach

Days of teleworking authorized per week
Source: OECD report – CERN/TREF/413

Diversity-related social & financial conditions (cont'd)

- Enable leave donation
 - Possibility to donate leave days for the benefits of colleagues in need of additional leave days on well-defined compassionate grounds

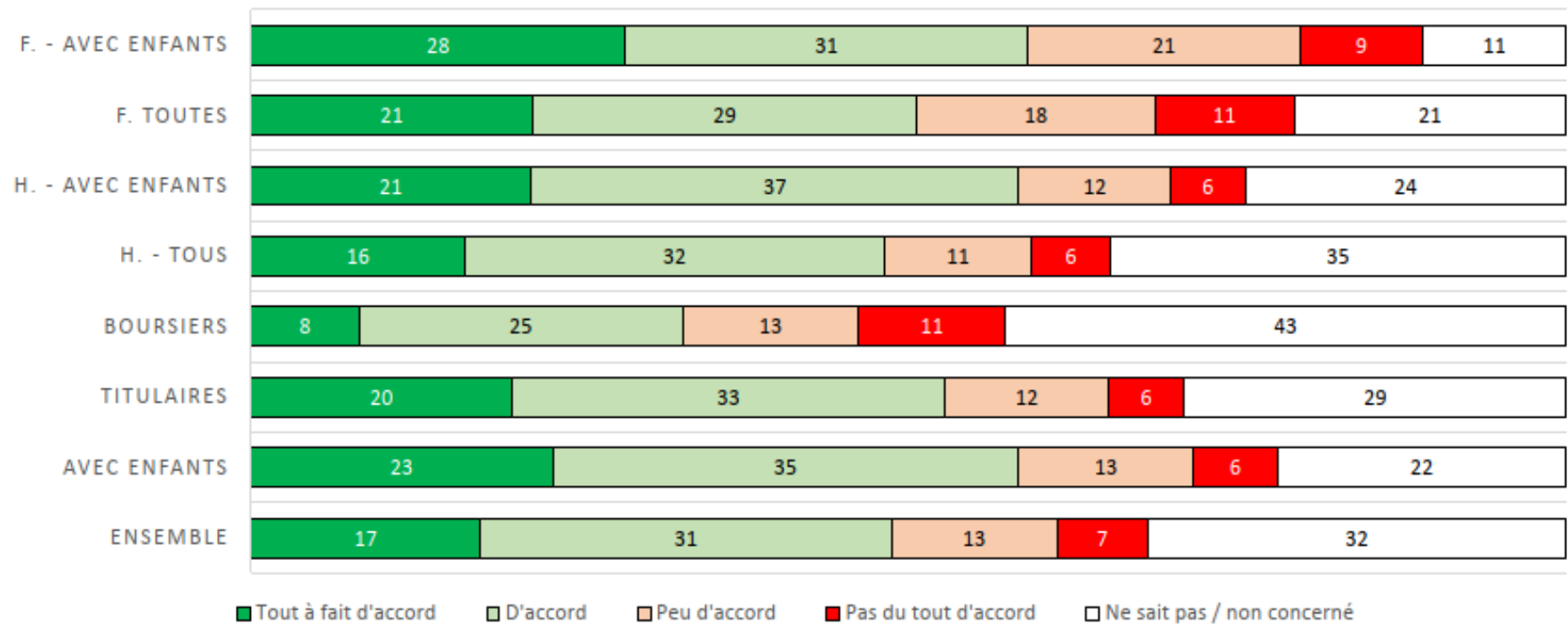
Not defined in CERN Staff Rules & Regulations nor in administrative circulars !!!!



CERN Staff Association survey 2019

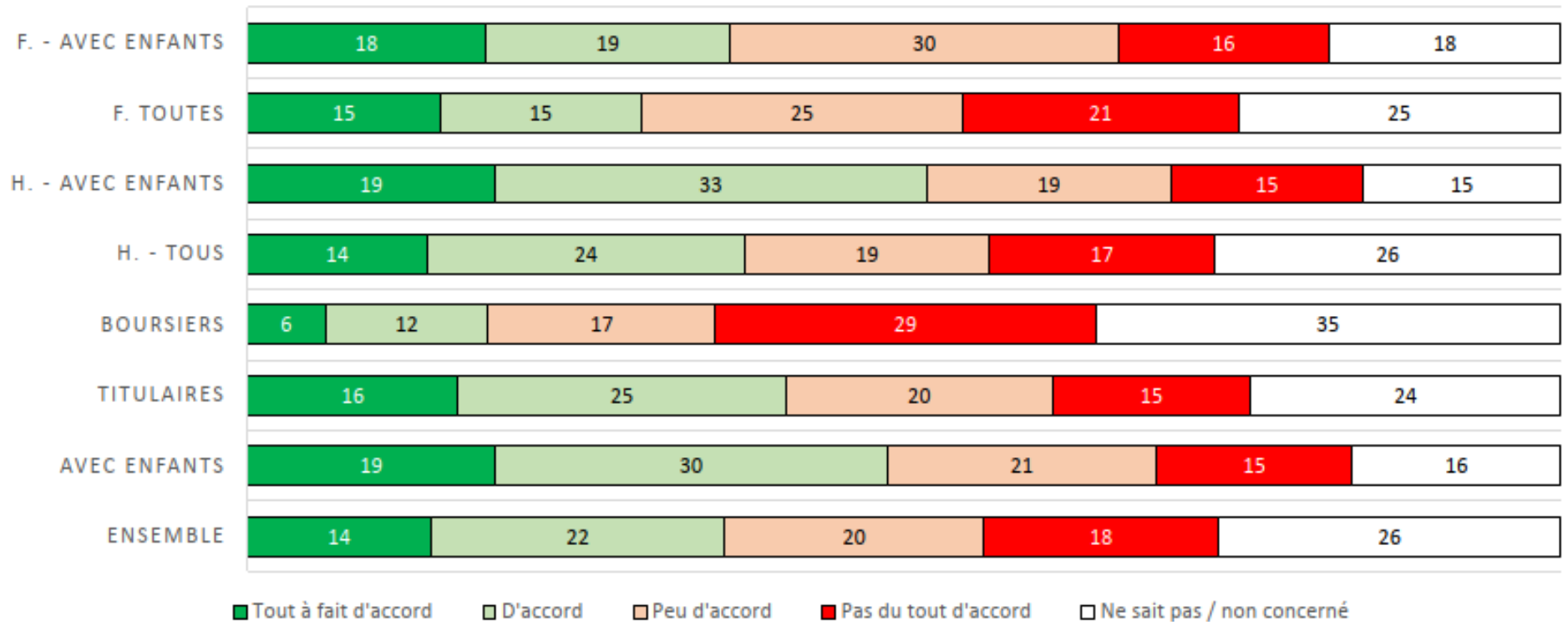
Family leave satisfaction

Maternity leave



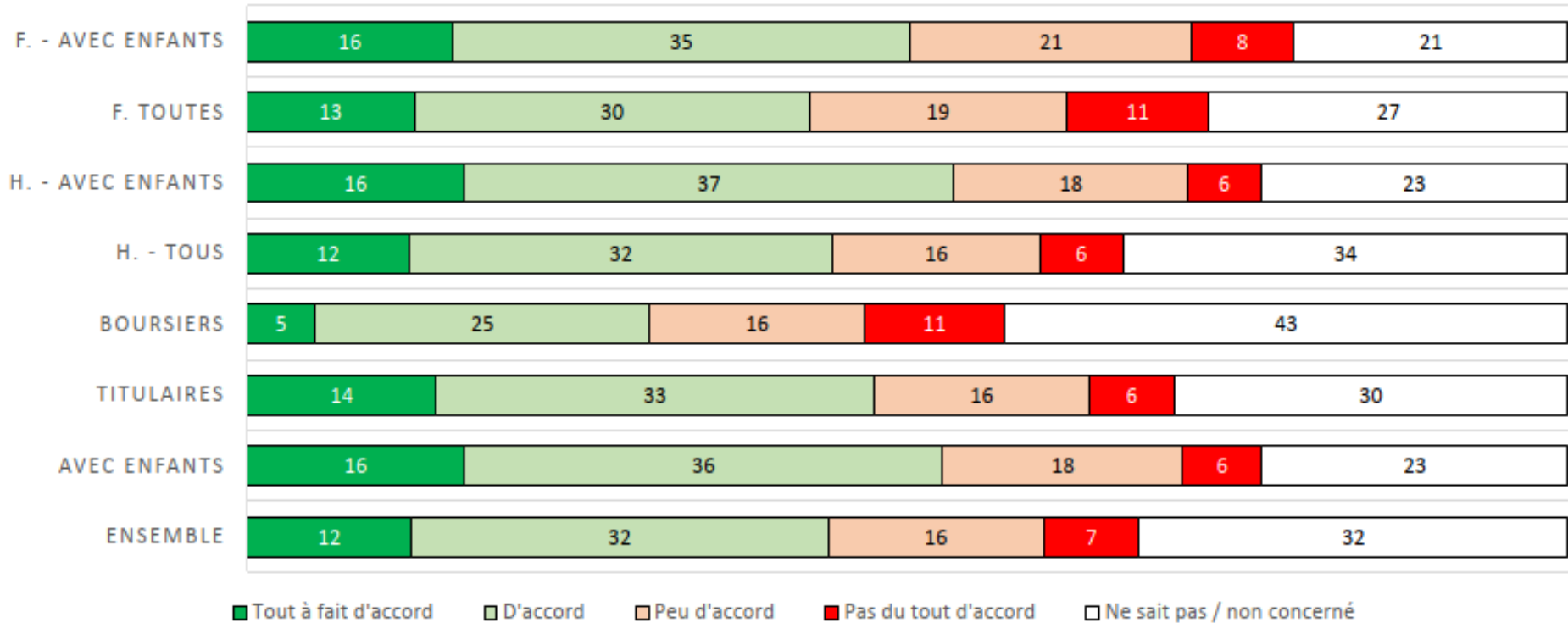
CERN Staff Association survey 2019

paternity leave



CERN Staff Association survey 2019

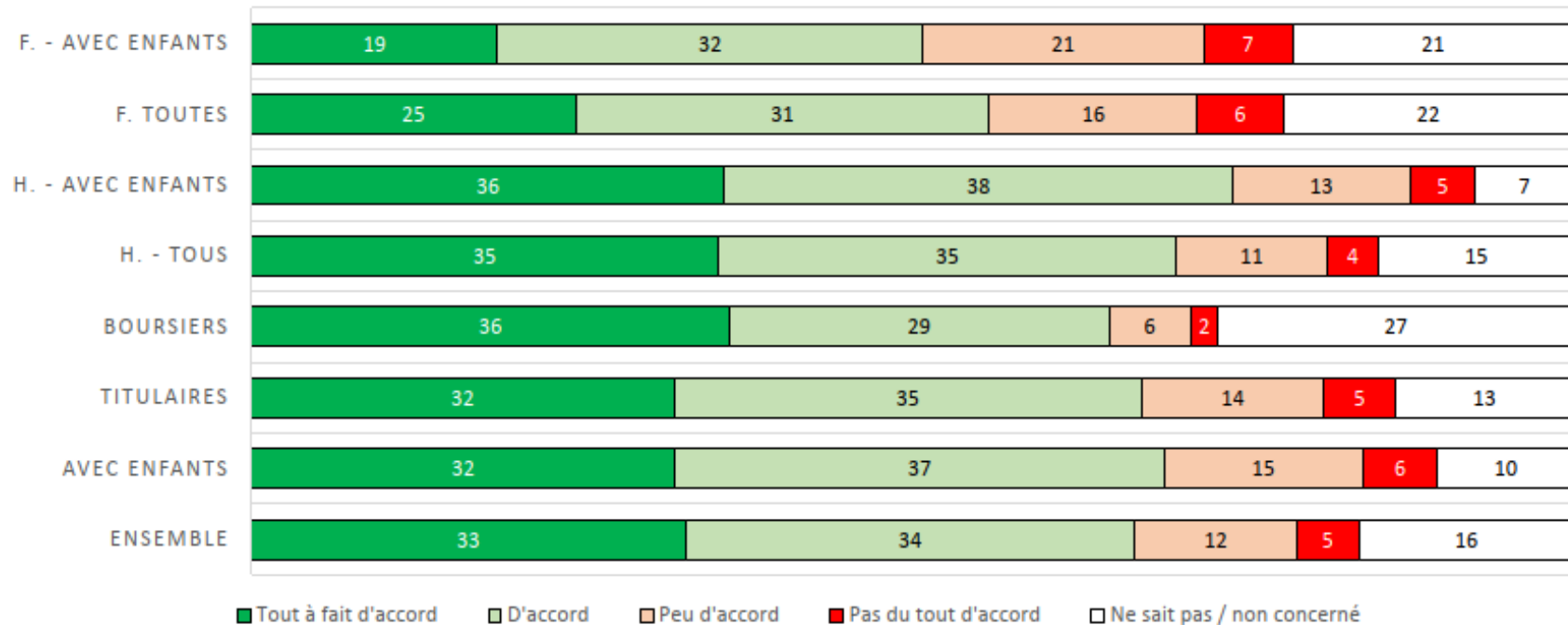
parental leave



CERN Staff Association survey 2019

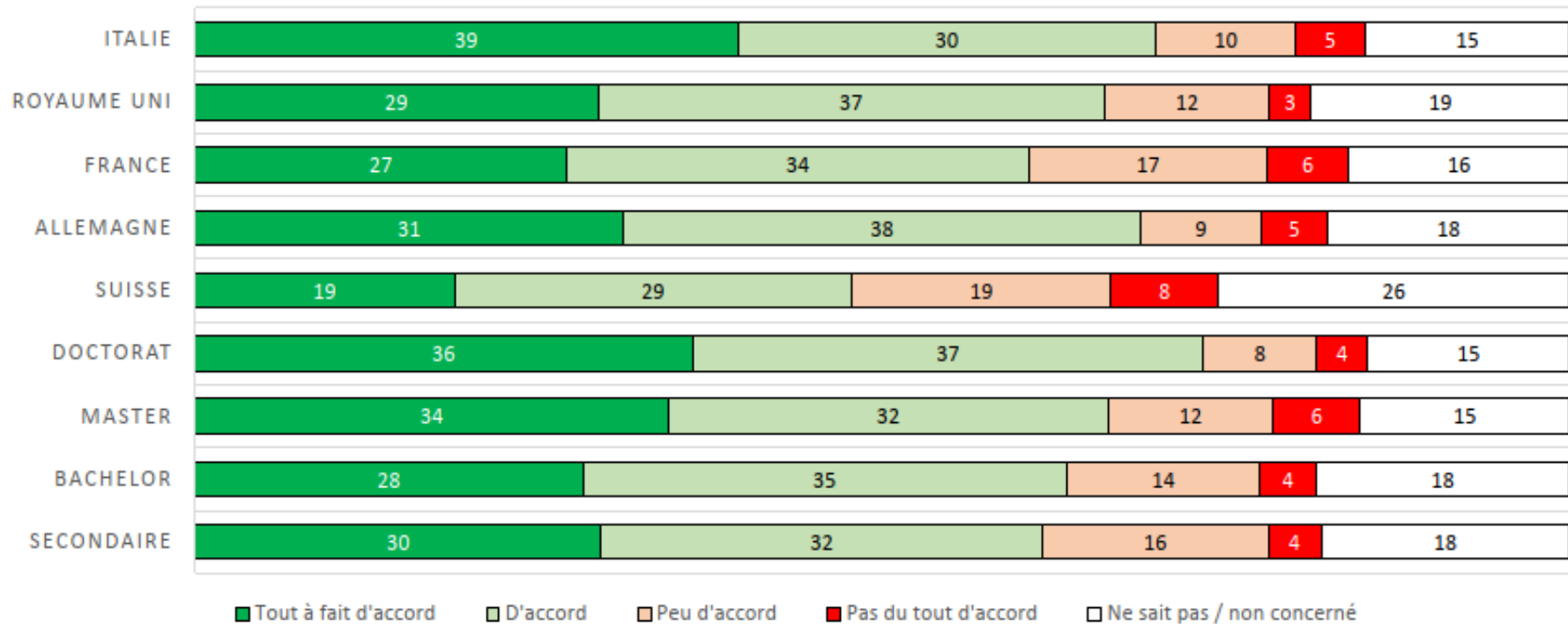
Support to spouse / partner

Should CERN provide more support to the employee's spouse / partner?



CERN Staff Association survey 2019

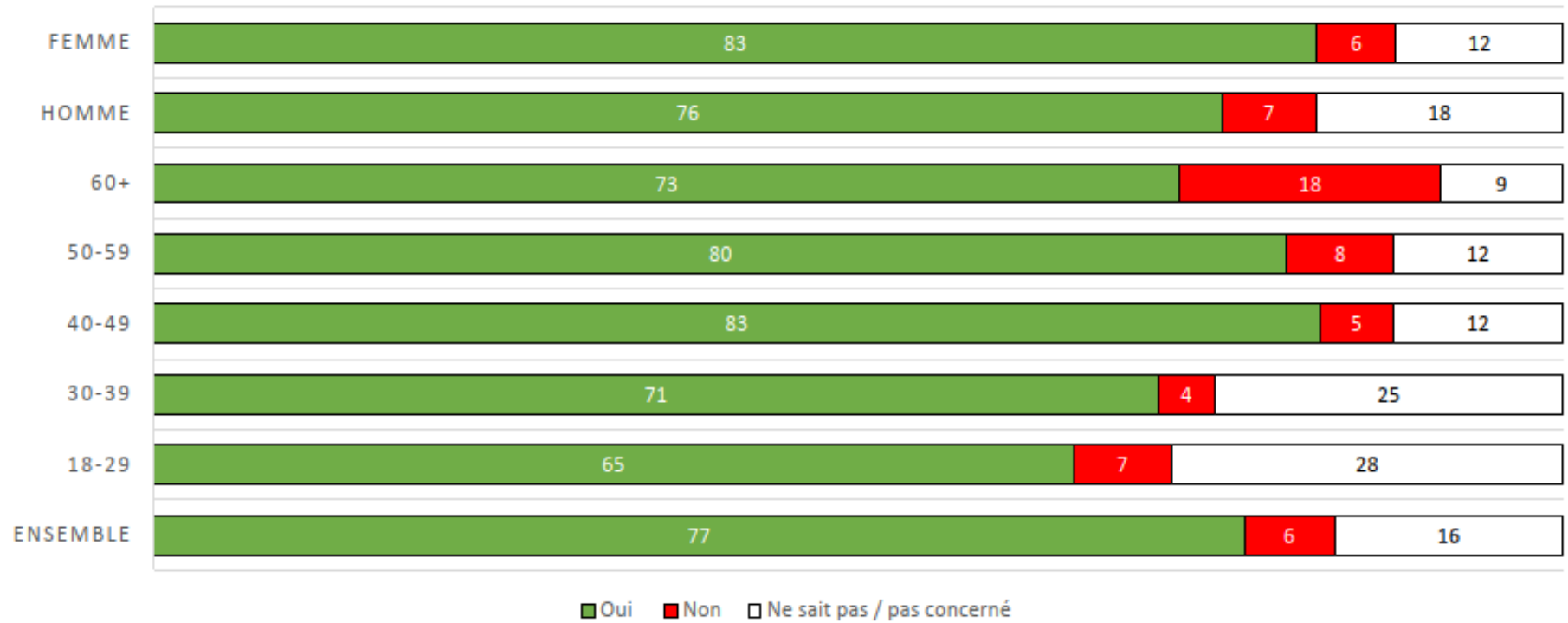
Support to spouse / partner by nationality



CERN Staff Association survey 2019

Save leave scheme (SLS)

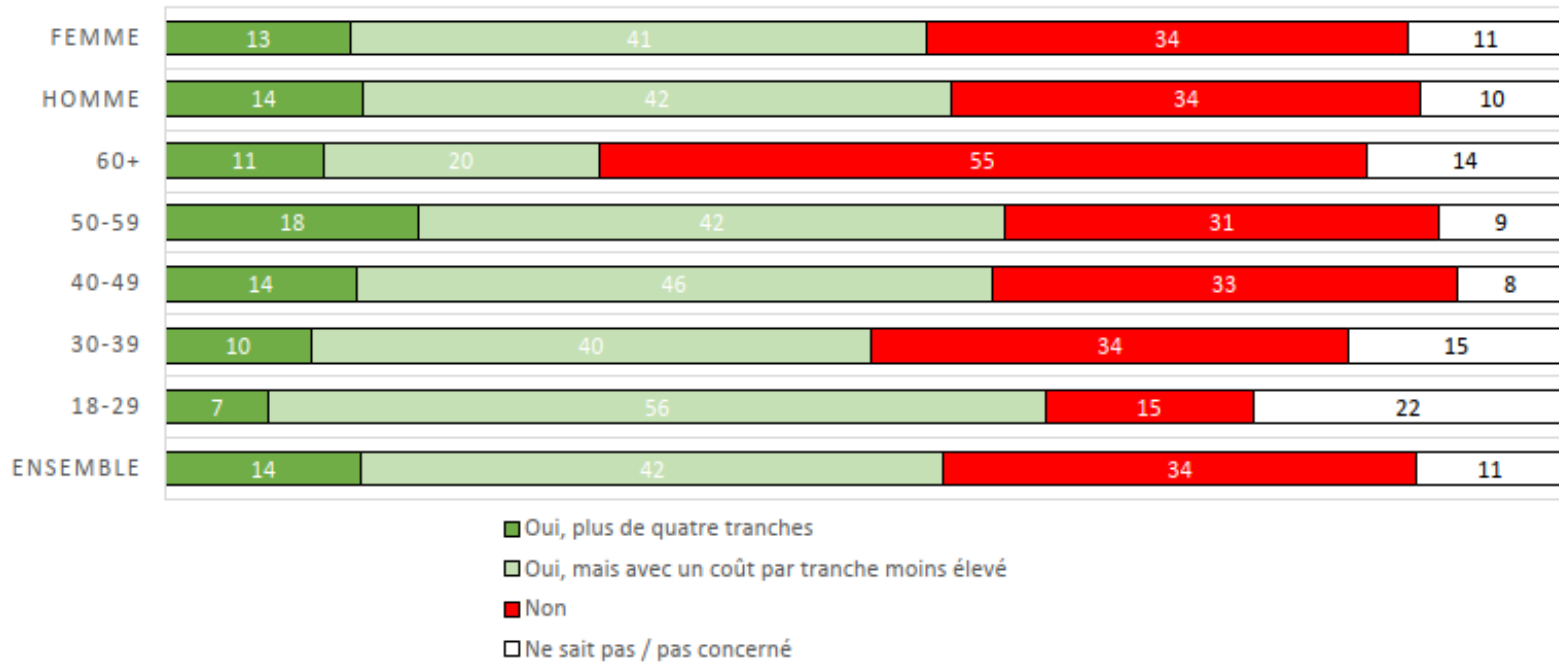
Does or could Save Leave Scheme suit your needs?



CERN Staff Association survey 2019

Save leave scheme (SLS)

Would you like to obtain additional parts?



Concluding remarks

- 9 proposals were done during the 5 YR in 2015
- Implemented from 1 January 2016
- Do not cost a lot of money
- CERN was not very well positioned compared to other OI's
- A little bit better now but several proposals are not really used
- Improvements must still be done to be in line with social evolution in the society