

CERN LIBRARIES, GENEVA



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ORGANISATION EUROPÉENNE POUR LA RECHERCHE NUCLÉAIRE
CERN EUROPEAN ORGANIZATION FOR NUCLEAR RESEARCH

FINANCE COMMITTEE

Hundred-and-forty-ninth Meeting

Geneva - 27 and 28 April 1976

ENQUIRY INTO THE SOCIAL CONDITIONS OF CERN STAFF

Procedure for the enquiry

At its Fifty-sixth Session, on 18 December 1975, the Council agreed that an enquiry be made into the social conditions of the staff. The Finance Committee, at its meeting on 25 February 1976, took note of the introductory document (CERN/FC/1916) presented on the subject.

As a result of preparatory work with two members of the Finance Committee appointed for this purpose, the following procedure for the enquiry is now proposed by the CERN Management.

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2. As a result of preparatory work with two members of the Finance Committee appointed for this purpose, the following procedure for the enquiry is now proposed by the CERN Management.
3. The enquiry will be conducted by a Working Group representing the Finance Committee, the CERN Management and the Staff Association. To ensure maximum flexibility, it is proposed that the Finance Committee representation should not be limited to a few Delegates as full-time members of the Working Group, but that all Delegates should be asked to participate from time to time and as appropriate in the various phases of the work.
4. The enquiry should cover the following aspects: salaries, including fringe benefits and payments in kind; taxation; careers; job security; social security provisions; provisions connected with the international nature of the employment.

Under all these headings, it will be appropriate to compare the situation of the CERN staff with that of personnel outside, where they have points in common.
5. These studies should cover the principal national laboratories, international organizations comparable to CERN by virtue either of their scientific work or of their location in Geneva, and industrial firms in Geneva.
6. The enquiry will not cover all categories of staff; it will concentrate rather on cases selected among particularly significant groups: physicists, engineers, technicians, mechanics, certain categories of administrative staff, secretaries.

7. The enquiry will not attempt a full statistical survey, since many elements determining the social conditions of CERN staff are difficult to quantify in financial terms. Rather the aim will be to throw light on all the elements without necessarily quantifying them all exactly, in order to allow the Finance Committee and the Council to reach well founded views on this complicated matter.

8. The results of the enquiry, conducted along these lines, will be submitted to the Finance Committee and ultimately to the Council, and it is hoped that, through the participation of the members of the Finance Committee during the course of the enquiry, the final discussions in the Finance Committee will be well prepared.

9. The Finance Committee is invited to approve these proposals.

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