

## **5 Yearly Review 2015 – The extension of recognition of Registered Partnership affects all members of personnel**

In its recent review of employment conditions, with the objective to protect family situations legally established under national laws prior to relocating to the area, CERN has achieved further equality between marriage and legally-registered partnership.

As a result, couples who have entered into a registered partnership now receive the benefits previously offered exclusively to married couples. Same-sex or opposite-sex partnerships are recognized irrespective of the country of registration, as long as the partnership is recognised by a national authority.

The benefits a member of personnel is entitled to depend on the contractual status, whether employed or associated with CERN, but not only.

The common benefit to all contractual statuses is that under certain conditions, family members (spouse or partner, and dependent child(ren)) are able to receive French and/or a Swiss Card(s), work permit, and CERN Access Cards.

For any question, [HR support services](#) or the [User's office](#) can be contacted, or the [admin eguide](#) consulted (e.g. Swiss card key word).

Note that in all CERN administrative documents, from the 1<sup>st</sup> of January 2016 on “the term ‘marriage’ includes registered civil partnership; the term ‘spouse’ includes registered partner.”