

Conflict and humanitarian situation in the Middle East

Dear colleagues,

In its resolution CERN/3626 dated 8 March 2022, the Council recalled: '... That the fundamental values of the Organisation have always been based on scientific collaboration across borders as an instrument of peace ...'.

For too many months now, we have been witnessing a humanitarian catastrophe in the Middle East. The Staff Association can no longer remain silent. We have therefore decided to send the letter below to the President of the Council and our Director-General, reflecting the reactions of many members of the CERN community.

Mr. President of Council, Madam Director-General,

This conflict brings suffering to all.

While fully recognising the restraint and impartiality required of us as international civil servants, the Staff Association wishes to reaffirm its unwavering commitment to CERN's primary objective, Science in the service of peace and humanity, as well as to the fundamental principles of Human Rights as enshrined in the Universal Declaration of Human Rights and the European Convention for the Protection of Human Rights and Fundamental Freedoms.

In doing so, the Staff Association emphasises that the sanctity of human life must be protected, that violence and terror cannot build the future of humanity, and that it is the duty of each one of us – as individuals, nations and international organisations – to avoid hate speech but promote non-violence, peace, dialogue, compassion and understanding in order to defend the human rights of all.

In support of these convictions, the Staff Association wishes to express its thoughts and deepest sympathy to all members of personnel whose lives, families and loved ones have been or are currently affected by this conflict.

As part of its mandate, the Staff Association offers advice and support and invites these colleagues to come forward if they need help. The Staff Association is confident that the Organisation will do the same, as it has done in the past.

CERN must continue to be a voice for a peaceful scientific cooperation, giving support to its community.

Yours sincerely,

Isabelle Mardirossian
Staff Association President



Conflit et situation humanitaire au Moyen-Orient

Chers collègues,

Dans sa résolution CERN/3626 en date du 8 mars 2022, le Conseil rappelait : « ...Les valeurs fondamentales de l'Organisation ont toujours été fondées sur la collaboration scientifique au-delà des frontières, comme instrument de paix... ».

Depuis plusieurs mois, nous sommes témoins d'une situation humanitaire dramatique au Moyen-Orient. L'Association du Personnel ne peut plus rester silencieuse. Nous avons donc décidé d'adresser la lettre ci-dessous au Président du Conseil et à notre Directrice générale, reflétant les préoccupations de nombreux membres de la communauté CERN.

Monsieur le Président du Conseil, Madame la Directrice générale,

Ce conflit engendre des souffrances pour tous.

Tout en reconnaissant pleinement la retenue et l'impartialité requises de notre part en tant que fonctionnaires internationaux, l'Association du Personnel souhaite réaffirmer son engagement constant envers l'objectif premier du CERN : la science au service de la paix et de l'humanité, ainsi qu'aux principes fondamentaux des droits humains tels qu'inscrits dans la Déclaration universelle des droits de l'homme et dans la Convention européenne de sauvegarde des droits de l'homme et des libertés fondamentales.

Dans ce contexte, l'Association du Personnel souligne que la protection de la vie humaine est primordiale, que la violence et la terreur ne peuvent construire l'avenir de l'humanité, et que chacun d'entre nous – individus, États et organisations internationales – a le devoir de promouvoir la non-violence, la paix, le dialogue, la compassion et la compréhension, afin de défendre les droits humains de tous.

Pour témoigner de ces convictions, l'Association du Personnel exprime sa pensée et sa plus profonde sympathie à tous les membres du personnel dont la vie, la famille ou les proches ont été, ou sont actuellement, affectés par cette situation.

Dans le cadre de son mandat, l'Association du Personnel propose son soutien et invite ces collègues à se manifester s'ils ont besoin d'aide. Elle est convaincue que l'Organisation agira de même, comme elle l'a fait par le passé.

Le CERN doit continuer à être une voix en faveur d'une collaboration scientifique pacifique et à soutenir sa communauté.

Veuillez agréer, Monsieur le Président du Conseil, Madame la Directrice générale, l'expression de nos salutations distinguées.

Isabelle Mardirossian
Présidente de l'Association du personnel

Reminder - The Staff Association needs you!

As previously published in ECHO No. [457](#) and [458](#), the process for the elections for Staff Council delegates for the 2026-2027 term is currently taking place. This is the final straight to join and stand for election!

All the employed members of the personnel (MPE) fellows, graduates, and associated members of personnel (MPA) who are members of the Staff Association can sign up and submit their application **until Friday 3 October at 5.00 p.m.**

Elections Timetable :

- **Friday 3 October, at 5 p.m.**

Closing date for the application

- **Monday 13 October, at noon**

Starting date for voting

- **Monday 3 November, at noon**

Closing date for voting

- **Thursday 13 & 27 November**

Publication of the results in the Echo

- **17 & 18 November**

Staff Association Assizes

- **Tuesday 2 December**

First meeting of the new Staff Council and election of the new Executive Committee

Get involved and represent your colleagues in your electoral college in the CERN Staff Council!

Take control of your future at CERN, become a delegate!

Useful links:

Become a member : <https://staff-association.web.cern.ch/join-us>

Become a delegate : <https://staff-association.web.cern.ch/delegate/become-delegate>



Rappel - L'Association du personnel a besoin de vous !

Comme publié précédemment dans les ECHO n° [457](#) et [458](#), le processus pour les élections des délégués au Conseil du personnel pour le mandat 2026-2027 est en cours. C'est la dernière ligne droite pour adhérer et vous présenter aux élections !

Tous les membres du personnel titulaires, boursier(ière)s, nouveaux diplômé(e)s, et associé(e)s, membres de l'Association du personnel, peuvent s'engager et déposer leur candidature **jusqu'au vendredi 3 octobre à 17h00.**

Calendrier des élections:

- **Vendredi 3 octobre, à 17 h 00**

Clôture du dépôt des candidatures

- **Lundi 13 octobre, à 12 h 00**

Ouverture du vote

- **Lundi 3 novembre, à 12 h 00**

Dernier délai pour voter

- **Mardi 13 & 27 novembre**

Publication des résultats dans l'Echo

- **17 & 18 novembre**

Assises de l'Association du personnel

- **Mardi 2 décembre**

Première réunion du nouveau Conseil du personnel et élection du nouveau Comité exécutif

Engagez-vous pour représenter vos collègues de votre collège électoral au sein du Conseil du personnel du CERN !

Soyez acteur de votre futur au CERN, devenez délégué du personnel !

Liens utiles :

Devenir membre : <https://staff-association.web.cern.ch/fr/join-us>

Devenir délégué(e) : <https://staff-association.web.cern.ch/fr/delequees/devenir-delequee>



AMFIE Presents Savings and Retirement Solutions

[AMFIE](#) Presents Savings and Retirement Solutions

On 3rd September, the CERN Staff Association welcomed AMFIE to present its [savings and retirement solutions](#), with a particular focus on CERN Users. These individuals often have limited social protection

AMFIE's savings and retirement solutions are designed to accompany civil servants, and Users, throughout their professional life and can provide income upon reaching retirement age. As CERN Users frequently move to other laboratories, these solutions offer the valuable opportunity to maintain the same retirement plan regardless of location.

The provident savings plan is specifically tailored for international professionals, most of whom spend the majority of their careers outside their home country.

The collaboration between the CERN Staff Association and AMFIE is not new. For decades, AMFIE has been used, providing tailored financial solutions to CERN employees and retirees.

Founded in Luxembourg in 1990, AMFIE is a financial cooperative created by international civil servants to address the financial needs of their colleagues. By pooling members' savings, AMFIE is able to negotiate favourable terms with banks and other financial service providers. Today, its more than 8,000 members—spread across the globe, with a strong presence in Europe—enjoy a wide range of services at low or no cost, including:

- Current accounts in multiple currencies (EUR, CHF, USD, etc.), free of charge
- Foreign exchange services at competitive rates (0.4% above market)
- International wire transfers, free or at very low cost
- Savings accounts and term deposits in several currencies, offering attractive interest rates
- Children's accounts, free of charge
- A provident savings plan specifically designed for staff and consultants of international organizations

Beyond its product offering, AMFIE's strength lies in its cooperative model and member-oriented approach:

- Members benefit from an "anchor account" that follows them wherever their career takes them.
- As owners of the cooperative, members are not seen as mere clients but as stakeholders.
- A dedicated team of specialists, familiar with the unique circumstances of international organization staff, is available on business days to answer questions and provide guidance.

Of course, AMFIE's solutions may prove highly valuable for some colleagues while less relevant for others. The best way to determine suitability is to [contact AMFIE directly](#) for a personalized discussion of your financial needs.

La version française de cet article est disponible : [ICI](#)



Save the date



End of the year party, R1

Dear Members of personnel,

We are delighted to invite you to celebrate the end of the year together at Restaurant 1, for a festive evening of music and dancing! Several bands will perform one after another to make it an unforgettable night, and Novae will be offering a warm and convivial menu.

Come in large numbers, with your families, to share this joyful and friendly celebration.

Pre-registration will be required, with more information available soon.

Event Details:

Thursday, December 4

6:00 PM – 10:00 PM

Restaurant 1

We look forward to seeing you there!



The Staff Association expresses its gratitude after a successful cocktail party!

On Wednesday, 24 September 2025, the Staff Association (SA) had the pleasure of organizing its traditional Ambassadors' Cocktail. This event, held twice a year in March and September following the Finance Committee, is a unique opportunity to bring together, in a convivial setting, the delegates of the Member States, the Associate Member States, and some of our colleagues designated by the SA to represent it, the "SA Ambassadors."

These gatherings are more than just an exchange: they offer the chance to:

- Engage in discussions on matters important to the Staff Association;
- Hold broader conversations about the future of CERN and its personnel;
- Listen to and understand the views and concerns of the delegations.

At this edition, the topics discussed mainly revolved around the "Conscious Hiring" process, the return in terms of personnel for each Member State, and of course the link with CERN's attractiveness and the upcoming five-yearly review.

24 delegations were present, demonstrating the interest and importance for our Member States to engage in dialogue with CERN members of personnel and their representatives. A wide range of opinions, expectations, and ideas were expressed, enabling a respectful and clearer understanding of each party's issues and positions, while also highlighting the importance of the upcoming five-yearly review. For the Association, the challenge is clear: to correct the effects of the 2015 review in order to restore the Organization's attractiveness, not only in recruitment but also in retaining colleagues through an appealing career development path.

The Association warmly thanks all participants, delegates from the Member and Associate Member States as well as our SA Ambassadors. Their commitment is the key to the success of these gatherings.

Our thanks also go to the logistics and catering teams, the Secretariat of the Association for organizing the event, and the Council Secretariat for sending the invitations to the delegations.

We look forward to welcoming the delegations and ambassadors again next March for another cocktail!

L'Association du personnel exprime sa reconnaissance après un cocktail réussi !

Mercredi 24 septembre 2025 dernier, l'Association du personnel (AP) a eu le plaisir d'organiser son traditionnel cocktail des ambassadeurs. Cet événement, qui se tient deux fois par an, en mars et en septembre, à la suite du Comité des finances, est une opportunité unique pour réunir autour d'un moment convivial les délégués des États membres, des États membres associés et certains de nos collègues désignés par l'AP pour la représenter, les « ambassadeurs de l'AP ».

Ces rencontres sont plus qu'un simple échange : elles offrent l'occasion :

- D'engager des discussions sur des sujets importants pour l'Association du personnel ;
- D'avoir des conversations plus générales sur l'avenir du CERN et son personnel ;
- D'écouter et comprendre les points de vue et les préoccupations des délégations.

Lors de cette édition, les sujets abordés étaient essentiellement autour du processus de "Conscious Hiring", le retour en termes de personnel pour chaque Etat-membre et bien sur le lien avec l'attractivité du CERN et la révision quinquennale à venir.

24 délégations étaient présentes, ce qui montre l'intérêt et l'importance pour nos Etats membres d'engager un échange avec le personnel du CERN et leurs représentants. Des avis, attentes et idées diverses et variées ont pu être exprimées, permettant ainsi, dans le respect, une meilleure compréhension des enjeux et positions de chacun, et mettant en exergue l'importance de la révision quinquennale à venir. Pour l'Association l'enjeu est clair : corriger les effets de la révision de 2015 afin de rétablir l'attractivité de l'Organisation non seulement à l'embauche mais aussi de pouvoir garder nos collègues au travers d'un développement de carrière attractif.

L'Association remercie sincèrement tous les participants, délégués des États membres et des États membres associés ainsi que nos collègues ambassadeurs de l'AP, leur engagement est la clé de la réussite de ces rencontres.

Nos remerciements vont aussi aux équipes logistiques et de restauration, au secrétariat de l'Association pour avoir organisé cet événement et au secrétariat du Conseil qui a transmis les invitations aux délégations.

Nous nous réjouissons de retrouver les délégations et les ambassadeurs en mars prochain pour un nouveau cocktail !



Concert

The Staff Association is pleased to invite you to our next concert:

Classical Music Concert by the Orchestra of Nations

Thursday 06 November 2025: 19h30

CERN Meyrin, Main Auditorium

The concert is free and open to all, but registration is requested.

<https://indico.cern.ch/event/1572314/>

An intimate and refined musical journey awaits you, from Glinka to Farrenc, with works by Cherubini, Roussel, and Ibert.

On the program: trios, quartets, quintets, and a sextet, bringing together piano, strings, winds, and harp; a rich and surprising sound palette.

Let yourself be carried away by the elegance of Romanticism and the vibrant colors of 20th-century French music.

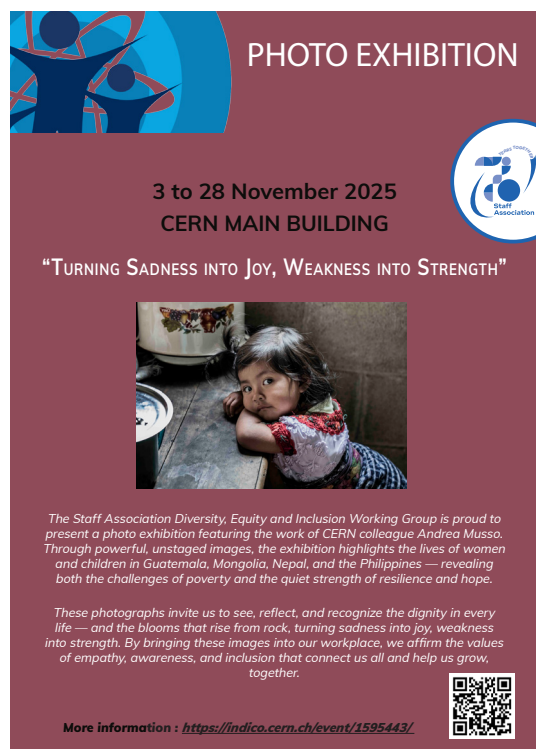


Photo exhibition

Resilience: Turning Sadness into Joy, Weakness into Strength

The Staff Association DEI Working Group is proud to present a photo exhibition featuring the work of CERN colleague Andrea Musso. Through powerful, unstaged images, the exhibition highlights the lives of women and children in Guatemala, Mongolia, Nepal, and the Philippines — revealing both the challenges of poverty and the quiet strength of resilience and hope.

These photographs invite us to see, reflect, and recognize the dignity in every life — and the blooms that rise from rock, turning sadness into joy, weakness into strength. By bringing these images into our workplace, we affirm the values of empathy, awareness, and inclusion that connect us all and help us grow, together

From 3 to 28 November 2025

Main building

<https://indico.cern.ch/event/1595443/>

October Holiday Camps With Intersoccer

We are delighted to announce that our Easter Football Camps are back and ready to be booked. Our Camps offer a great opportunity for boys and girls aged 3 to 13 to get active and have fun during their school holidays in Geneva and Versoix.

We have excellent bilingual coaches who will provide a safe environment for the children whilst ensuring they have fun through activities that will help them develop their skills.

The code COMPANY15 entitles members of the Staff Association of CERN to a 15% discount on our courses and camps.



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- Stade de Varembe (Nations)
- Centre Sportif Etoy (Nr Aubonne)
- Centre Sportif Colovray (Nyon)
- Stade de Rochettaz - Pully (Lausanne)

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Halloween débarque à Aquaparc !

Du 11 octobre au 2 novembre, Aquaparc se transforme pour Halloween et vous invite à plonger dans l'univers du Dia de los Muertos !

Partez à la découverte d'animations surprenantes, profitez de nos toboggans et laissez-vous emporter par des rythmes entraînants.

Au programme :

La Roue Magique : Tournera-t-elle en votre faveur ? Chance ou malédiction... votre destin vous attend !

Urne des Âmes : une seule boule mène à la surprise... Osez-vous tenter votre chance ?

Encres et Sortilèges : laissez parler votre imagination et repartez avec un souvenir unique !

La Chasse aux Calaveras : partez à la recherche de la calavera magique : Labubu ou peluche, à vous de jouer !

Préparez-vous à vivre trois semaines de couleurs, de rires et de surprises... ¡Corazón y alegría!

<https://staff-association.web.cern.ch/unite/partnership/aquaparc>