

A NEW ADDRESS FOR CERN

Thousands of visitors rushed onto the newly inaugurated Esplanade des Particules for Researchers' Night



The Flags of the 22 Member States of CERN flutter above the new Esplanade des Particules inaugurated on Friday, 28 September. (Image: Rachel Lavy, Julien Ordan and Maximilien Brice / CERN)

The twenty-two flags of the CERN Member States are fluttering again in front of the Meyrin site. Last Friday, they were hoisted by scientists from each Member State during the inauguration ceremony of the Esplanade des Particules. The flags are arranged in alphabetical order by the name of the country in French, with the first flag (Germany, or *Allemagne*) closest to the Geneva city centre and the last flag (Switzerland, or *Suisse*) closest to Saint-Genis-Pouilly. With the inauguration, CERN's official address is now "Esplanade des Particules 1".

The Esplanade des Particules was constructed within the framework of the France-Vaud-Geneva conurbation project

following an international urban planning competition. It was financed by the Swiss Confederation, the Republic and Canton of Geneva, the commune of Meyrin, and CERN.

Just after the inauguration, thousands of visitors traversed the Esplanade on the occasion of Researchers' Night. Activities including workshops, projections, shows and visits were offered to the curious minds. The event was a great success: some 4000 people took part this year, compared to 1500 last year. Around one hundred volunteers were there to enthusiastically answer their questions.

(Continued on page 2)

A WORD FROM ...

PROMOTING GENDER EQUALITY IN THEORETICAL PHYSICS

Last week the CERN Theory Department hosted its first workshop on High Energy Theory and Gender. The workshop was held as part of a broader initiative, known as GEN-HET, which aims to improve the visibility of women in high-energy theory, increase awareness of gender issues in the scientific community, and provide networking, support, and mentoring for women, particularly in the early stages of their careers.

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A WORD FROM ...

PROMOTING GENDER EQUALITY IN THEORETICAL PHYSICS

This first workshop was a kick-off event to bring the activities of GEN-HET to the attention of the international physics community. It was organised in the same spirit as any physics conference, but it allowed for a large female participation. Review talks covered all areas of theoretical physics of interest to CERN. Young female theorists were given the opportunity to present their results in two sessions dedicated to short communications.

Eight of the thirty-eight sessions were specifically reserved for presentations on gender-related issues. Speakers, who included social scientists, covered topics such as the aspirations of young women, the process of academic recruitment and selection, unconscious bias. One talk presented the initiatives taken by CERN to promote gender equality. These issues were then analysed in special discussion sessions that engaged the entire audience.

The Workshop was an opportunity for young women scientists - some of them Master or PhD students - to discuss openly with successful senior women theorists. Such encounters early in a researcher's career are potentially life-changing, shaping their future choices and motivations. In the words of one of the organisers, Professor Marika Taylor of the University of Southampton, the workshop celebrated "great physics, networking, mentoring and momentum for change."

This was an excellent event, reaffirming CERN's commitment to promoting inclusiveness, in this case gender diversity in physics, and delivering constructive outcomes for the evolution of women in our field. It is disappointing that the success of the workshop has been overshadowed by one speaker who made statements contrary to the ideals on which CERN is based. Furthermore, the same speaker used

his presentation to make unacceptable personal allegations against individuals attending the workshop, which is why we have been obliged to take action.

We strongly reaffirm the principles of respect, tolerance and equality in which we firmly believe and which define CERN's spirit. We do not tolerate any violation of those principles in our working environment. CERN remains committed to diversity in all its forms. It is a fundamental strength of our Organization and an integral part of the scientific endeavour.

CERN's statement on the incident can be found here (<http://press.cern/press-releases/2018/09/updated-statement-cern-stands-diversity>).

For an overview of CERN's activities to monitor and promote diversity at the Laboratory, see: cern.ch/diversity/news

Fabiola Gianotti and Gian Giudice

CERN Director General and Head of CERN's Theoretical Physics department

A NEW ADDRESS FOR CERN



At the AWAKE booth, members of the collaboration explained what a plasma is and what their experiment is about. (Image: Rachel Lavy, Julien Ordan et Maximilien Brice/CERN)



Thousands of visitors discovered the Microcosm exhibition. (Image: Rachel Lavy, Julien Ordan et Maximilien Brice/CERN)



A souvenir-selfie in front of the CMS model in Microcosm before leaving Researchers' Night at CERN. (Image: Rachel Lavy, Julien Ordan, Maximilien Brice/CERN)

LHC REPORT: A SMOOTH RECOVERY AND A SPECIAL PHYSICS RUN?

The intensive MD programme finished on 17 September, signalling the start of a five-day technical stop, the last long technical stop before LS2



The last two quarters of the 2018 LHC schedule, with the seven-day special physics run placeholder in week 41.

On Wednesday, 12 September, the third Machine Development (MD) block followed on from the summer luminosity production period. A packed programme of no less than 20 MDs have been successfully performed on various topics. The intensive MD programme finished on Monday, 17 September, signalling the start of a five-day technical stop (TS2), the last long technical stop before Long Shutdown 2 (LS2). There will be a short, three-day technical stop in week 44, prior to the lead-ion run, to prepare the detectors for ion collisions.

In order to allow for an efficient technical stop recovery and return to luminosity production as quickly as possible, all groups working on the machine were requested to perform all necessary maintenance, but to avoid deploying new developments or non-essential upgrades to be tested during the last part of the run and instead to keep them on hold until LS2. In any case, a long commissioning phase will be required following LS2, during which many tests will be carried out.

On Monday, 24 September, the LHC fully recovered from TS2 and completed its “mini” intensity ramp up. The LHC is now back in luminosity production with 2556 bunches per beam, steaming ahead towards the 2018 luminosity goal of 60 fb^{-1} .

In the LHC schedule, there is a seven-day special run block placeholder in week 41, on the subject of which a final decision needs to be made. This run is labelled “low energy and high beta”, which means that collisions are planned at LHC injection energy, 450 GeV per beam, without squeezing the beam to small dimensions in the experiments. The main goal of this low-energy high-beta physics run is to measure the elastic cross-section of protons in a regime where the momentum of the protons only changes by a small amount. This region is interesting since different physical processes contribute to the scattering. At very low energies, electromagnetic scattering dominates, whereas at high energies, nuclear scattering dominates. In the intermediate energy range, these two processes interfere according to the laws of quantum mechanics.

Physicists at the TOTEM and ATLAS/ALFA experiments have already made measurements of the elastic cross-section in this interference region at a centre-of-mass energy of 8 TeV and 13 TeV. However, TOTEM’s published measurements at 13 TeV resulted in values lower than predicted by the known theoretical models. In addition, no measurements between 60 GeV

and the TOTEM measurements exist so far. The LHC may offer a unique opportunity to close this gap and to compare the measurements with those made at Fermilab’s Tevatron with proton-antiproton collisions.

In order to be able to detect the elastically scattered protons at very small angles, the TOTEM and ATLAS/ALFA detectors (Roman Pots) need to be moved very close to the beam. This is only possible with specially developed optics involving large β^* values at the interaction points. This and the low centre-of-mass energy lead to large beam sizes. Backgrounds induced by the beam-halo are extremely difficult to control in this configuration and will be the biggest challenge for this measurement.

Today, Tuesday, 2 October, a final beam test has been scheduled for this purpose. The test involves injecting a small number of bunches into the LHC and colliding them without acceleration. The machine settings, mainly relating to the collimators, will then be optimised to reduce the background for the experiments as much as possible. On the basis of this test, the experiments will then need to evaluate if the background is sufficiently suppressed to allow for good quality data-taking. Only then will a final decision be taken on whether the run will take place and when. Stay tuned...

Christoph Schwick, Brian Peters, Rende Steerenberg

BIG DATA IS GOOD FOR PHYSICISTS, WHO ARE GOOD FOR BIG DATA

The CERN Alumni event “Moving out of Academia to... Big Data” helped participants prepare for a career move to the field of Big Data



The “Moving out of Academia to... Big Data” event held at CERN on 21 September was the second in a series

that kicked off in June. It brought together about 150 alumni or soon-to-be alumni to obtain first-hand information from the panellists (all CERN Alumni) on how to prepare for a career move to the field of Big Data.

Big Data is virtually everywhere: in physics, of course, but also in the medical and pharmaceutical fields, in finance as well as travel and communication. The trend for data scientists is quite positive as techniques such as machine learning and artificial intelligence are growing rapidly. The field is therefore highly attractive to people with an experience working at CERN. However, as the speakers pointed out during the seminar, the landscape is changing for physicists: up to a few years ago, they were basically the only ones dealing with

Big Data, but today the academic world offers dedicated diplomas and higher education in this field. Therefore, research scientists who plan their career move now need first to clarify for themselves what type of job they want and which type of company they would want to work for. Once they have done so, they have to prepare the "jump" carefully, which includes writing a dedicated CV that takes into account the needs of the private sector and also markets the skills acquired in academia using the language employed at companies.

These and other tips were thoroughly presented by the five speakers, who also engaged in active discussions with the members of the audience. They presented their own career moves as examples of suc-

cessful transitions and described their typical day at work, discussed how to prepare for interviews and shared what kind of challenges a newcomer should expect from this sector. You can find a comprehensive summary of the discussions here (<https://alumni.cern/news/100745>), and the full recording of the event here (<https://cds.cern.ch/record/2639973>).

The event was also an opportunity for everybody to network, which is one of the main scopes of the CERN Alumni Network. With over 3600 members, it is becoming the ideal place to share job and training opportunities, news and updates, tips and advice.

Office of Alumni Relations

AT THE HEART OF DEMOCRACY

For the first time science, and CERN, will be the focus of the Inter Parliamentary Union General Assembly



View of the 138th Assembly of the IPU in March 2018. The General Debate of the 139th IPU Assembly from 14 October will be themed around Science and Technology. (Image: IPU)

The Interparliamentary Union (IPU) is the world's first permanent international political organization. It was established in 1889, 30 years before the League of Nations, which was then followed by the creation of the United Nations in 1945. The organization was initially dedicated to providing arbitration of conflicts among nations, but over time its mission evolved towards the promotion of democracy and inter-parliamentary dialogue. CERN and IPU signed a Cooperation Agreement in November 2016, with the aim to promote science and its potential for society among parliamentarians.

Today, the IPU organizes several events to promote dialogue about burning contemporary issues but the main appointments on its event calendar are the general assemblies, which gather thousands of parliamentarians from all the 178 current members. For the first time in the history of IPU, the General Debate of the 139th IPU Assembly, which will be held in Geneva from 14 to 18 October 2018, will be themed around Science and Technology and the role of science and science education in the peaceful development of societies.

CERN will have a primary role in the Assembly, as CERN's Director General, Fabiola Gianotti, has been invited to give the opening speech to the General Debate, and a CERN booth will be installed in the conference venue. In addition, a special side event on "Building bridges between the parliamentary and scientific communities" will take place on Tuesday 16 October. On this occasion, parliamentarians and scientists will engage in dialogue with a view to strengthening the role and impact of the scientific community in development.

Given the special occasion, the IPU is opening its doors to CERN people and

Alumni who will have the opportunity to attend the General Debate from the gallery of the *Centre de Conférence de Genève* (CICG) from 15 to 17 October. Other events will also be open to the general public. Places are limited and registration is compulsory on this page (<https://indico.cern.ch/event/760841/>).

The participation of scientists and, more directly, of CERN in the discussions taking place at the 139th IPU General Assembly will also open the way to a new initiative, the IPU Science for Peace Schools, which aims at bringing science closer to parliamentarians and to help Parliaments define and implement in areas of political tension cross-border projects for the benefit of the people they represent.

Indeed, the peaceful and collaborative models developed by the world of science represent inspiring examples for inter-parliamentary cooperation. The first edition of the IPU Science for Peace Schools will be held at CERN from 18-24 November, and will address in particular selected staff from parliaments in the Middle East.

ADDRESSING RECOGNITION IN LARGE COLLABORATIONS

ECFA has launched a survey to learn how the achievements of individual researchers are recognised in collaborations

The European Committee for Future Accelerators (ECFA) has created a working group to examine the recognition of individual achievements in large scientific collaborations. Based on feedback from an initial survey of the leaders of 29 CERN-based or CERN-recognised experiments, ECFA found that the community is ready to engage in dialogue on this topic and receptive to potential recommendations.

In response, ECFA has launched a community-wide survey to verify how individual researchers perceive the systems put in place to recognise their achievements. The survey will be distributed widely, and can be found on the ECFA website (<https://ecfa.web.cern.ch>) with a deadline for responses by 26 October.

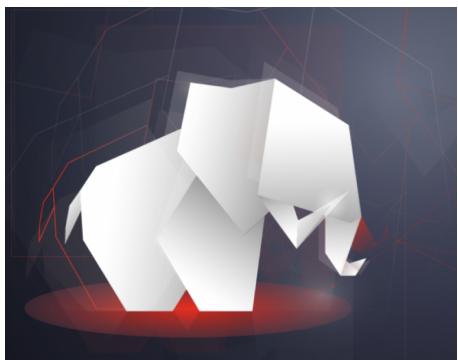
The results of the survey will be disseminated and discussed at the upcoming plenary

ECFA meeting at CERN on 15–16 November. An open session during the morning of 15 November, also to be webcast, will be devoted to the discussion of the outcomes of the survey, and aims to gather input to be submitted to the update of the European Strategy for Particle Physics.

This piece appeared in the October 2018 issue of the CERN Courier.

DON'T BE AFRAID OF THE ELEPHANT IN THE ROOM

The next TEDxCERN event will be held at Bâtiment des Forces Motrices in Geneva on 20 November



These and other burning topics will be the focus of the next TEDxCERN event, which will be held at Bâtiment des Forces Motrices in Geneva on 20 November. In line with the innovative approach started by TEDxCERN in 2013, also this edition will feature talks from the leaders of science and technology.

"The elephant in the room" is this year's leitmotif of the event. "We want to address those controversial issues which are obviously present everywhere in our society but are avoided as a subject for discussion", explains Claudia Marcelloni, curator of the event.

Building a coherent narrative with scientists coming from many different fields and backgrounds is not an easy task with the

TED format being different from that of scientific conferences. "We do not focus on a topic and we do not look for a single ideal speaker who will talk about everything," confirms Marcelloni. "Rather, we create a build-up around the narrative. TEDxCERN gives the scientist and the work behind him or her, which is usually accomplished with a team, the chance to be heard."

TEDxCERN has grown rapidly over the years to become an extremely popular event with over 80 talks delivered by speakers from across the planet, 15 million views reached and over 10,000 mentions on social media.

More information about the event here (<https://tedxcern.web.cern.ch>).

Are fake news mostly spread on the Internet by weird algorithms programmed by hackers? Could robots change the humanity's destiny?

NEW ONLINE PROCUREMENT PLATFORM FOR CERN SUPPLIERS

The CERN Procurement Service, in collaboration with the FAP Department, is launching a new e-Procurement platform



The new e-Procurement platform allows firms interested in working with us to register information proactively about their capabilities. While the Procurement Service

currently uses a mixture of e-mail, post and even fax to place purchase orders, in the coming weeks CERN will start sending orders via this new platform.

What does it mean for suppliers?

We are currently rolling out the e-Procurement platform to suppliers currently registered in our database. Firms are being asked to register on the new platform and have been informed that in the future they will need to be on the platform in order to receive orders from us.

What changes for you?

The way you interface with suppliers and the Procurement Service will not change. You will continue to use EDH to raise department requests (DR) and purchase requisitions (DAI). However, if the chosen supplier does not exist in our database you will be asked to complete a simple registration request in EDH.

During the roll-out of the portal, you may receive questions from your suppliers about their registration.

Please encourage firms to register at: <https://procurement.cern.ch/aspx/Home> and to watch the corresponding tutorials available at: <https://videos.cern.ch/record/2299878>; they will not be able to work with us in the future until they have done so! If you have any questions, don't hesitate to contact your Procurement Officer.

CERN Procurement Service

CERN PRESENTS THE HIGH-LUMINOSITY LHC TO ITS NEIGHBOURS

A series of public meetings is being held in the towns and villages around CERN: why not invite your neighbours?



What is the purpose of the High-Luminosity LHC? What is the timeline for the construction work? Where will the work take place and what will it involve? CERN is heading out to meet its (your) neighbours to explain its latest big project. Following an initial lecture in the Globe on 4 September, CERN is organising a series of public meetings. Project leaders and scientists from CERN will present the project and answer questions at:

- the **Salle du Vidolet** in Cessy at 8.00 p.m. on Tuesday, 9 October
- the **École ALICE** in Prevessin-Moëns at 8.00 p.m. on Thursday, 11 October

Further events are being arranged, including in Ferney-Voltaire.

Encourage your neighbours to come and discover the future of CERN, armed with plenty of questions! To sign up and to find out more, see: voisins.cern/en

COMPUTER SECURITY: PROTECT YOUR FAMILY

Protect yourself and your family! Protect your private life! And once you have done that, protect your professional life and your CERN devices, too!

How many devices do you have at home? Plenty, no? Our physical life today is deeply entangled with our digital one. Best example: ask yourself where your smartphone is. Do you recall the nervousness and restlessness when you cannot find it immediately? Digital devices, i.e. laptops, tablets and smartphones, have be-

come fundamental parts of our lives. We communicate with our friends and family, we take and store pictures and videos, we do Internet banking and shopping. Have you ever thought about the consequences if one or more of those devices was lost? Or stolen? Or compromised?

Our digital life today is centred around the laptops, tablets and smartphones we own. But have you ever thought about the consequences of those devices being stolen or compromised? Depending on the protective measures you have put in place, an attacker might be able to extract all the data from your device. All your personal doc-

uments. Bank statements. Confidential letters. Your private photos. Your family videos. Your music and videos. The attacker might use this material to blackmail you and extort money (see our *Bulletin* articles on “An old scam in a new disguise”; TBD, “WannaCry”? The importance of being patched”, and “Ransomware - when it is too late..”). If your device is compromised and remotely accessed by the attacker, your private life becomes public. The attacker can follow online any activity on your device: registering every keystroke you make and waiting for you to type a password; taking videos or screenshots of your digital desktop, of all open windows, of your browser sessions and monitoring how you do Internet banking; enabling your web camera and your microphone to watch and listen to you while you believe you are safe in your home. All this gives an attacker ways to commit more crime. Going for the web services you have accessed, tweeting or posting in your name, buying at your expense, stealing money from your bank account, blackmailing you once more with the

material recorded from your webcam and microphone...

So, protect yourself and your family! Protect your private life! And once you have done that, protect your professional life and your CERN devices, too!

1. Make sure that all your computers, laptops, smartphones and tablets are up to date. Have your operating system's update mechanism enabled and ensure that it is automatically applying any new security patches. If possible, run some decent antivirus software on it, and remember that CERN's antivirus software for Windows computers and Macs is free to you, even for home use;

2. Do not click on links or attachments sent to you in unsolicited e-mails (remember “Curiosity clicks the link”?). Instead, check the context first: is the e-mail addressed to you? Is it relevant to you? Does it look legitimate? If in doubt, contact us

at Computer.Security@cern.ch. The same is true of browsing web pages. Watch where you click. Better to Stop – Think – Don't click! Again, if in doubt, contact us;

3. Finally, back up your important data. CERN data should be backed up on AFS, DFS or EOS – services that are designed not to lose data. At home, back up to an external hard disk (but don't keep it permanently connected!) or buy a network-attached storage (NAS) device. If you are blackmailed, it's unfortunate, but do not pay any ransom.

...and check out our best practices.

Do you want to learn more about computer security incidents and issues at CERN? Follow our Monthly Report. For further information, questions or help, check our website or contact us at Computer.Security@cern.ch.

The Computer Security Team

Official communications

CERN PENSION FUND – 2018 ANNUAL INFORMATION MEETING

All members and beneficiaries of the Pension Fund are invited to attend the **Annual Information Meeting** to be held in the Council Room (503-1-001) on Thursday 18 October 2018 from 2:30 p.m. to 3:30 p.m.

Following a presentation by the Chief Executive Officer of the Fund there will be a Questions and Answers session. Members and Beneficiaries are welcome to send

questions in advance of the meeting by post to:

Mr Matthew Eyton-Jones
“Annual Information Meeting”
CEO - CERN Pension Fund
Office 5-5-012, Postbox C23800
CH- 1211 Geneva 23 – Switzerland
or via email to: pension-fund@cern.ch

Copies of the 2017 Pension Fund Annual Report & Financial Statements are already available in accessible

PDF on the Pension Fund website: <http://pensionfund.cern.ch/en/social-security-for-personnel/accounts-and-financial-statements/annual-report-financial-statements> will also be distributed at the annual meeting.

Coffee and tea will be served prior to the meeting as off 2:00 p.m.

Announcements

HUMANITARIAN HACKATHON @CERN | 5-7 OCTOBER



This year THE Port is celebrating the fifth birthday of its hackathon with four brand-new, exciting challenges. Join us to discover how science can make a huge difference in people's lives.

Previous humanitarian hackathons organised by THE Port and hosted by CERN IdeaSquare have already confirmed that fundamental science can provide tech-enabled responses to humanitarian issues affecting the lives of millions of people around the globe. The success of this format can be seen in the different challenges from previous years that resulted in various advanced prototypes, and even products, currently being tested in the field, such as the "SmartDog" device from the first event.

Intrigued as to what a hackathon is? Watch last year's summary video or check out pictures from past years via the QR code below:

This year, over the course of a 60-hour event, four teams will suggest innovations for the way in which humanitarian organisations should handle the most critical as-

pects of fieldwork. Groups of experts from all over the world will provide novel proposals to tackle challenges set up by the IFRC, Terre des Hommes, the Austrian Academy of Sciences, the United Nations and other international organisations.

The outcome of the innovation process will be revealed to the public on Sunday, 7 October (6.00 p.m. – 8.00 p.m.) at the Globe of Science and Innovation. Registration for the final presentations is now open. THE Port will also share regular updates on Twitter and Facebook (@THEPortAtCern) using the hashtag #THEPort2018.

For more information, visit our website www.theport.ch or e-mail info@theport.ch

CENTRAL HEATING BEING TURNED ON

As of Monday 8 October 2018, the central heating will be progressively started throughout CERN. Within the next few days, all buildings will have heating.

We thank you in advance for your understanding.

SMB-SE

DIVERSITY IN ACTION WORKSHOP - 10TH EDITION



During this interactive workshop, you will explore the meaning and scope of diversity at CERN, learn more about unconscious bias and explore ways to overcome it, thereby strengthening our tradition of inclusiveness at CERN.

The workshop introduces case studies and exercises to help participants build a greater sensitivity to diversity and inclusion and their importance in the working environment.

* Please note that morning-only participation is possible, but afternoon-only participation is limited to those who have previously participated in a morning session of the Diversity in Action workshop.

SHUTTLE STOP TO MOVE FROM THE MOBILITY CENTRE TO BLG. 300

For logistical reasons, the shuttle stop located in front of the Mobility Centre will be moved inside the Meyrin site to Building 300 (SC), near entrance gate B.

This change will take place on Monday, 8 October and will affect the regular circuits

numbered 1, 2, 3 and 5 (circuit 4 will remain unchanged).

You will find the details of all updates on our website.

This change will also free up the moped parking spaces close to the Mobility Centre on which the stop was located.

Thank you for your understanding.

SMB-SIS

BLOOD DONATION | 10 OCTOBER | RESTAURANT 2

BLOOD DONATION

10th of October 2018
from 8.30 to 15.30 - CERN, Restaurant n°2 (Build. 504)



3 MONTHS OF UNLIMITED ONLINE ACCESS TO MORE THAN 600 EBOOKS

STARTING ON 1 OCTOBER FOR A TRIAL PERIOD OF THREE MONTHS

In collaboration with Bookboon (one of the largest publisher of ebooks in the world), we are delighted to announce unlimited online access to an eLibrary of over 600 titles on a wide-range of topics focusing on **personal** and **professional** development.

Learn how to present confidently and convincingly, master the art of negotiation or

simply improve your time management and communication skills.

You will be able to download the eBooks directly as PDF and read them on any device.

Share this information more widely with all your colleagues and take this opportunity to discover the eLibrary. Based on viewing statistics and feedback, we will explore

how to integrate the offer permanently in our learning offer.

Access the ebooks from the CERN LEARNING HUB (<https://lms.cern.ch/ekp/servlet/ekp/STRUCTURECATALOG?DECORATEPAGE=Y>) from 1 October 2018 until 31 December 2018.

HR Department (HR-LD)

COME REPRESENT CERN AT THE FÊTE DE LA SCIENCE IN FERNEY

The City of Ferney-Voltaire, in partnership with the association Pangloss Labs, will celebrate the *Fête de la science* at the Château de Voltaire on Saturday 13 October 2018 with CERN as guest of honor. Created in 1991, the *Fête de la science* is a French national event designed to promote exchanges between researchers and the general public, in a festive setting.

With a program featuring physics experiments, virtual reality headsets, "Fun with Physics" shows, drawing activities – the

public of all ages will have an opportunity to discover CERN's activities in a fun and accessible way.

Do you want to represent CERN at this event? Become a volunteer by completing this Doodle (<https://doodle.com/poll/sq5terqhf6xigdb>) !

As usual for public events, you do not need to be a scientist to represent the Laboratory. The ideal profile is someone from CERN with a good dose of pedagogy and enthusiasm.

Good to know:

- Saturday 13 October 2018 from 9:00 to 18:00, split into two shifts.
- Any presence on the stand will be compensated one hour on the guide rate per shift (1 shift = CHF-30.)
- French is a must in view of the local community expected at the event.
- English or any other language is definitely a plus.

Come participate in this public, festive and free event: become a CERN ambassador!

RECOMMENDATION BY THE SWISS FEDERAL POLICE

We have been informed that fraudsters pretending to be officials of the Swiss Federal Department of Foreign Affairs (DFAE) are contacting members of the CERN personnel to obtain personal data, including the numbers and expiry dates of passports,

Swiss *legitimation* documents and French special residence permits, and to extort money. The Swiss Federal Police authorities (Fedpol) recommend that anyone who has fallen victim to such fraud should immediately file charges and take the nec-

essary measures to have the documents in question cancelled and replaced.

Relations with the Host States service

11 OCTOBER 2018: OPENSE 2.0 FORUM

The openSE 2.0 Forum is devoted to developing version 2.0 of openSE, CERN's project management framework. This framework, which was specially developed for complex technical systems, is used and promoted at CERN in many contexts, such as project management training.

The first openSE Forum, which will be held on 11 October, will address the

need to update the framework to version 2.0 after more than three years of use. The keynote speech will be delivered by Georges Bernede, one of the editors of the ECSS Standard and former head of quality management at EUMETSAT. The forum will cover topics ranging from project roadmapping, lifecycle and key deliverables, requirements engineering, planning and scheduling, cost estimation and progress monitoring, to agility-inclusion. The discus-

sions on these topics will be based on the work of dedicated task forces, which will present their results in the forum.

You are cordially invited to familiarise yourself with the openSE framework and contribute to its development at the Forum. Enrolment is open on Indico for all CERN personnel interested in project management.

PREPARING FOR RETIREMENT - SEMINARS

If you are a **staff member** and considering retirement in the next one or two years, we encourage you to participate in two special seminars, organised by the Human Resources Department.

Retirement marks the end of a person's professional career and the start of a new chapter in life. This transition is easier for those who are well informed and prepared.

This programme consists of two seminars:

1. **Leaving CERN** (half day): an information seminar at CERN, with presentations by internal speakers:
 - organised once per year
 - next session scheduled on **Thursday 8 November**, afternoon.

1. **Preparation for retirement** (2.5 days): a seminar organised at ILO, for international civil servants from different organisations in Geneva:

- organised once a year, with simultaneous translation in English/French
- next session is scheduled from **Wednesday 14 November** to **Friday 16 November**.

9-10.10: INDUSTRIAL EXHIBITION AT “LA FRANCE AU CERN 2018”

The 15th edition of the industrial exhibition “La France au CERN” will be held on 9 and 10 October 2018. This event has been organised by Business France, the agency in charge of fostering export growth by French businesses, with the support of Thalès DMS France and Thalès AVS France, and will allow 42 French companies to showcase their know-how and technologies to CERN technicians.

A B2B match-making platform is made available to all interested persons who would like to have face-to-face meetings with French exhibitors. B2B meetings will be held at exhibitors' booths, in buildings 500 and 61. The opening ceremony of the event will take place on Tuesday 9 October at 11 am in the Council's room in presence of Fabiola Gianotti, Director-General of CERN and François Rivasseau, Ambassador, Permanent Representative of France to the United Nations in

Geneva and to international organisations in Switzerland.

The list of exhibitors is available on the website <https://lafranceaucern2018.b2match.io/>. The B2B match-making platform allows CERN technicians to identify French companies exhibiting at “La France au CERN” and arrange face-to-face meetings with them.

Ombud's corner

OMBUDS ANNUAL REPORT

I recently presented the 2017 Ombuds Report to the CERN Management, and then to TREF, and I would like to outline the main points for you here. This report covers the work of my predecessor, Sudeshna Datta Cockerill, during the first ten months of the year, as well as the period from 1 November when I took on the role.

Since the Ombud's Office has been in existence, about one hundred people come to see the Ombud every year. In 2017, more than half of these people were staff members (both LD and IC), a proportion that is very close to the figures from previous years. By contrast, the number of fellows and students who visited the Ombud rose significantly and this trend seems to be continuing in 2018. This increase is undoubtedly linked to the significant rise in this population within the Organization over the last ten years. As in previous years, the male-female ratio remains balanced. However, if this figure is correlated with the number of men and women work-

ing at CERN, we see that three times more women than men came to see the Ombud.

As was the case in previous years, hierarchical disagreements represent the majority of cases discussed with the Ombud. Examples of issues raised in this connection are lack of respect by supervisors, communication problems and difficulty delegating. However, I would like to make the point that the vast majority of supervisors at CERN manage their teams with respect and professionalism. Furthermore, it is important to remember that there are many support systems in place at CERN to help supervisors to manage their teams.

The second area of concern was compliance with CERN's Code of Conduct, followed by conflicts between colleagues. The Ombud also regularly receives complaints regarding sexist attitudes and inappropriate behaviour, primarily towards women. It is the duty of each and every one of us to combat these negative attitudes in order to ensure an untroubled and

safe work environment for our female colleagues.

I would like to conclude by highlighting that, year after year, those who consult the Ombud say how happy they are that the office exists. The confidentiality guaranteed by the Ombud is a necessary measure to ensure that everyone can talk about their problems freely. Many visitors insist that their visit remains confidential, for fear of possible repercussions on their careers.

Any organisation that puts support systems in place for the most vulnerable, as CERN has done, demonstrates a clear commitment to creating good working conditions. I encourage you to make the most of these services.

Pierre Gildemyn

If you'd like to comment on any of my articles or suggest a topic that I could write about, please don't hesitate to e-mail me at Ombuds@cern.ch.