

Best regards syndicals

AUG-SEPT 2014

Let's ask COPEC

In view of the 8th edition of the Equality and Diversity Awards, would the *Comité pour l'égalité des chances entre hommes et femmes et la Diversité* (COPEC) support and promote the proposal to reward **the male colleague who would have encouraged and supported at least three feminine colleagues in achieving an important project or responsibility?**



The greater part of progress is the desire to progress

Seneca

Psychopath : the profile of the perfect harasser

'Unfortunately, the media portrayal of the psychopath as serial killer or "psycho" has done a lot of harm by misleading the public into thinking you can spot them a mile away and that they are all in prison. It is simply not the case.'

'The 'successful' psychopath manage to get jobs in organisations, abuse and demoralise staff and wreak havoc on their organisations' performance. Pointing the finger at others, serves the dual purpose of reinforcing their own positive image while spreading disparaging information about rivals and detractors'.

'The psychopathic boss is the one who sucks up to you to get what he or she wants, stabs you in the back, lies to your face, takes credit for your work, and blames you for their own mistakes, explain Robert Hare, (FBI consultant) and Paul Babiak, (industrial psychologist) *.

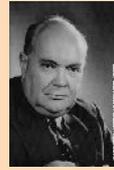
- **Impulsive** with poor behaviour control, they need to control others. They **break rules** because they consider rules and expectations of society as inconvenient and unreasonable impediments. They make their own rules, both as children and as adults and they are **never accountable**.
- **Pathological lying** : They switch easily between lying and being honest during conversations, because they do not feel guilty as the rest of us. **Manipulative** and social chameleons, but not all of them are very clever.
- **Lack of Responsibility** : Their performance on the job is erratic, with frequent absences, misuse and mismanagement of company resources, violations of company policies and general untrustworthiness. They create **disharmony between co-workers** and managers etc. They are **resolving** seemingly intractable **situations created** by the psychopaths themselves.

Dr John Clarke, Australian psychotherapist concludes * : 'Rehabilitation makes them worse because it teaches them new social skills they can use to manipulate the people around them more effectively.'

* "Snakes in suits" / "Working with Monsters"

IF YOU DETECT A PSYCHOPATH NEARBY... JUST RUN AWAY !

Editor E. Malouta -Member of the Staff Cttee 2014-2016



A visionary and talented persuader
Paul Henri Spaak

'Of course I speak like an old man, but there is a tendency to criticize politicians, to say that they are mistaken. It is probably true that they often make mistakes. My strong belief is that those who were good Europeans in 1949 and 1950 -the heroic years- they saw what was right and what today remains to do is not to destroy their achievement, but to consolidate and continue' July 1972 in OCDE / Paris

Men / Women : Equality?

Oups... entlich : 9 Women for the new Commission ! Yet some of them will have to prove they are not too young, not too inexperienced, not too feminine, not too much themselves...

Overall, the "good looks" is kept for another 5 years: debates, resolutions and wishful thinking for equality will carry on

For the sake of change, could we start facing the truth? Equality is not going to be achieved as long as women gain recognition only if they copy and reproduce men's characteristics !

The psychoanalysis provided sufficient elements*: **The image of the Woman in the patriarchal society, and reproduced by this society, is limited, if not inexistent.**

Women are pushed either to regress in an instinctive behaviour (perfect wife/mother) or to copy men (sacrifice of her individual life).

In matriarchal society women are naturally self-confident about their feminine nature. They are conscious of their importance because of the individual differences. They know that this difference does not imply inferiority; they are confident about their existence and human behaviour.

Is it too early to put the foundation for the society which will embrace men & women individual characteristics on an equal basis ?

*M.L von Franz :The feminine in fairy tales / S. di Lorenzo : L'ombre de la femme

INTEGRITY

"Civil servants should be guided by a sense of propriety and conduct themselves at all times in a manner that would bear the closest **public scrutiny**. This obligation is not fully discharged merely by acting within the law. Civil servants should not place themselves under any financial or other obligation that might influence them in the performance of their functions, including by the receipt of gifts. They should promptly declare any private interests relating to their functions. Civil servants should take steps to avoid **conflicts of interest** and the **appearance of such conflicts**. They should take swift action to resolve any conflict that arises. This obligation continues after leaving office.

EUROPEAN OMBUDSMAN

Please feel free to forward this mail to interested colleagues or to unsubscribe.