

Best regards syndicals

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The Staff Ctee will have to do something for the

- colleagues who devoted themselves to prepare the necessary logistics for the new MEPs and thus eligible for 3 points, have been unpleasantly surprised to discover that their line managers have got it at their expense!
- colleagues who assumed for a considerable time also the work of an absentee, have got reports without mention of it. Yet their managers received recognition for running the service with less staff !

Feedback for the line manager 'Indicate the level of support received which has enabled you to achieve your professional objectives'



I do not have this phrase in my staff report

Yet, we are entering a new era, with the 'STRATEGIC EXECUTION FRAMEWORK'. This new organisation of work is offering to all the opportunity to participate in the Institution's **long-range intention** and thus bring to the surface talents to «**match the capabilities of the leading democratic institutions in Europe and worldwide**». In other words we have the opportunity to participate in a **project** with other Units and DGs, which in the long term would result in an optimum cooperation and cohesion in conception and **operations**.

Take the initiative to engage in it and anticipate your next staff report by sharing information with your colleagues on your common **objectives!** They are NOT private data! It is teamwork, they are our Institution's **goals** and we will all contribute to their attainment! Be aware of the **metrics**, they help us build the **service excellence** that 500 million Europeans deserve to receive. The European project is not yet attained! Our efficiency will be the best weapon against all enemies of the European civil service. **ACT-REACT-IMPACT!**

Mobbing: Bullying's Ugly Cousin

It's a lesser-known form of workplace harassment than bullying but it is just as destructive, says Noa Davenport, a cultural anthropologist and co-author of *Mobbing: Emotional Abuse in the American Workplace*.

In fact, some argue that **mobbing** can be even worse. Unlike *bullying*, which is carried out by one person and stops if that person is moved, fired or otherwise removed, *mobbing* can start with one or two perpetrators, then spread like a virus through an entire organization.

In some cases, senior management even tacitly encourages the behaviour, says Linda Shallcross, a public sector management researcher at Griffith University in Queensland, Australia. "It's a way of getting rid of a person who's been doing their job but, for some reason, they don't like. If it was a constructive dismissal, they'd have to pay. They're hoping the person will just quit," says Ms. Shallcross, who is conducting a study of Australian women in different occupations who have been mobbed.

People working in large bureaucracies where there's little accountability and few ways to measure achievement can turn to mobbing to vent their frustrations, says Kenneth Westhues, a sociology professor at the University of Waterloo and an author of two books about mobbing in academia. Like many who research and write about mobbing, Prof. Westhues says he was a victim himself at one point in his career. "Generally, it's a group ganging up on someone because they don't fit in -- they may look or act different, or have a stronger work ethic. The person can become a scapegoat for whatever's wrong in the office," adds Frema Engel, an organizational consultant who is head of Engel and Associates in Montreal, and the author of *Taming the Beast: Getting Violence Out of the Workplace*.

More public education and better company policies are what's needed most to prevent negative group think from taking hold, mobbing experts and victims say. Ann Kerr, 2004

Have a look at Ombudsman's decision on complaint 178/2013/LP against the Fundamental Rights Agency

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

A driving force behind European integration

Winston Churchill

If Europe is to be saved from infinite misery, and indeed from final doom, there must be an act of faith in the European family and an act of oblivion against all the crimes and follies of the past.



Can the free peoples of Europe rise to the height of these resolves of the soul and instincts of the spirit of man? If they can, the wrongs and injuries which have been inflicted will have been washed away on all sides by the miseries which have been endured. Is there any need for further floods of agony? Is it the only lesson of history that mankind is unteachable? Let there be justice, mercy and freedom. The peoples have only to will it, and all will achieve their hearts' desire.

'United States of Europe' Zurich, Sept 1946

Men/Women: consciousness of their inner world*

'Today there is much discussion of the liberation of women', writes Marie-Louise von Franz, 'but it is sometimes overlooked that this can only succeed if there is a change in men as well.

Just as women have to overcome the patriarchal tyrant in their own souls, men have to liberate and differentiate their inner femininity. Only then will a better relationship of the sexes be possible'.

There was once a king and queen with three beautiful daughters. The youngest and most beautiful was **Psyche**, that everyone admired and rushed to see, abandoning the prayers and offers to Venus. Jealous and offended the Goddess asked her son, **Eros**, to make Psyche fall in love with the most ugly creature. However, when Eros saw Psyche he fell in love and decided to disobey his mother.

In the mean time, Psyche's parents, worrying because their daughter was still unmarried, they asked for an oracle. Apollo said that Psyche would marry an ugly beast whose face she would never see and who was already waiting for her at the top of a mountain.....

Once married, Psyche was meeting her husband only at night. Soon, his tenderness and love made her happy although she could not see his face. However, when her sisters visited her and heard about her happiness, they got jealous and persuaded her to see the face of her husband.

Indeed, at the night Psyche brought an oil lamp near her husband's face! Surprised she saw a beautiful god! Unluckily a drop of oil fell on Eros's face, the god woke up and angry from Psyche's betrayal he flew away, announcing that she had destroyed their relationship for ever.

A long adventure begins for Psyche, who searches desperately for her lost love until she is told to beg Venus to let her meet Eros, who since that night was imprisoned at his mother's palace. Venus pretended she would help if Psyche would accomplish three impossible tasks.... Which she did with the whole universe on her sides.

Psyche's adventures resulted in a happy end : she reunited with Eros. Zeus offered her immortality and soon the young couple gave birth to a girl, named **Volupte**...

* 'A psychological interpretation of the Golden Ass of Apuleius' / ML von Franz