

The new HR strategy is coming!

The new HR strategy is in its last stage of negotiations and implementation form DG HR. It was presented in the Central Staff Committee (CCP) on 18/02.

While the discussions are still ongoing about the proposal, some good key elements seem to be present:

- o Political will to **extend 7- year limit** for non-permanent staff (AC and AT colleagues);
- o **More internal competitions** to retain internal talent;
- o More rapid external competitions for recruitment of talents;
- o More **attractive workplace** and slimmer appraisal reports;
- o Diversity and geographical balance in the recruitment;
- o Internal and external mobility (Institutions ↔ Agencies?)

There are still some unclear elements or negative ones:

- o A probable **career blockage** by redefining the future roles of AST and AST-SCs ? (matching between level and post?)
- o Junior Professional Programme still not available for more than 3 years experienced colleagues;
- o **Reallocation (forced?) of the workforce** according to the Commission needs.
- o Recruitment of external TA for evolving needs of the Commission without looking internal pipelines?
- o Leadership functions for non-permanent staff (without the management salary incentive ?)

Too many unknown issues to be clarified soon, before any implementation!

Ancient Martenitsa Tradition Celebrating the 1st of March

We want to share with you the roots and meaning of one of the most Beautiful Balkan traditions, where mythology, agriculture wisdom, and old pagan traditions melt in an interesting atmosphere that we revive every March.

Martenitsa/Martinka/Mărțișor, a gift made of red- and white- colored yarn, is traditionally given to friends and family on March 1 as a way to welcome in the spring and its warmer weather. It is then untied when the first blossom tree, swallow or stork is seen. The artefact is considered to provide symbolic protection against perils such as capricious weather, with the practice ensuring a safe passage from winter to spring for individuals, groups and communities.



Martenitsa is always given as a gift. Don't buy one for yourself – wait for someone to give it to you!

This tradition is an important part of the culture of Bulgaria and there is a similar tradition in North Macedonia, as well as in Greece, Albania (known as verorja), Romania and Moldova. The tradition is related to the ancient pagan history of the Balkan Peninsula and to all agricultural cults of nature. Martenitsa is part of the Cultural Heritage of UNESCO.

There are many legends as to how Martenitsa tradition came into existence.

[Romanian Spring Traditions - Martisor \(romaniatourism.com\)](http://romaniatourism.com)

[Legends Behind Baba Marta and Bulgaria's Martenitsa • Dauntless Jaunter \(djaunter.com\)](http://djaunter.com)

Teleworking with high energy costs? A possible solution...

Ils s'appellent panneaux "Plug and Play" et ils promettent de **réduire votre facture d'électricité**. Le nom est dérivé du fait qu'ils se branchent directement sur une prise électrique de votre maison ou appartement. Dès le branchement, le système commence à injecter de l'électricité solaire dans le réseau de votre habitation.

Vos appareils électriques consommeront l'électricité solaire en priorité et ainsi vous réduirez votre facture d'électricité grâce au principe de l'**auto-consommation**. Les systèmes Plug & Play sont complètement modulaires et extensibles. Il est ainsi possible de commencer avec un seul panneau solaire et d'en ajouter d'autres au fur et à mesure. Attention: la **limite autorisée par la loi change selon le pays de résidence**.



Photo courtesy of Pexels.com

Le système Plug & Play est très simple. Il se compose d'un panneau solaire dans lequel est intégré un micro-onduleur. Le panneau fournit donc directement du 230 V sans qu'il soit nécessaire de passer par un onduleur central. Plusieurs panneaux peuvent ensuite être connectés les uns aux autres pour augmenter la taille de l'installation.

En bout de chaîne, une **fiche standard permet de connecter le tout sur n'importe quelle prise de votre habitation**.

La consommation moyenne d'une habitation de 4 personnes est de l'ordre de 4'000 kWh par an. Chaque panneau solaire d'un système Plug & Play de 1,3 mc produit en moyenne 200 kWh par année. Vous pouvez ainsi estimer la proportion d'énergie solaire en fonction du nombre de panneaux installés et de l'exposition.

Attention par contre au surplus! Si le panneau produit 100W et la maison en consomme que 80, le surplus de 20W sera injecté gracieusement dans le réseau sans aucune compensation financière!

(plus d'info sur swiss-green.ch)



Dédé teleworking

PIZZA, NAPOLI, GREECE

Pizza is a Neapolitan dish consisting of a round, flattened base of leavened wheat-based dough topped with tomatoes, cheese, and often various other ingredients (such as mushrooms, olives, meat, etc), which is then baked at a high temperature. Traditionally, of course, this is in a wood-fired oven.

The term 'pizza' was first recorded in the 10th century in a Latin manuscript from the town of Gaeta in Lazio, on the border with Campania – then, still part of the Byzantine Empire.

Pizza's etymology traces its origins to the Byzantine Greek πίττα (pitta), which comes from either the Ancient Greek πικτή (pikte) or πίσσα (pissa).

However, its modern form evolved in Naples around the 18th or early 19th century.

The idea of a flat piece of dough topped with herbs and cheese originates in ancient Greece.

There is historical evidence that the ancient Greeks ate a flatbread called plakous (πλακούς) – which was topped with olive oil, herbs, onion, cheese, and garlic and then baked in a mud oven.

Since Naples was founded as a Greek city, modern pizza may be part of this Greek lineage of flatbread dishes.

Naples was founded about 600 BC as Neapolis ("New City"), close to the more ancient Palaepolis, which had itself absorbed the name of the siren Parthenope.

Both towns originated as Greek settlements, extensions almost certainly of Greek colonies established during the 7th and 6th centuries BCE on the nearby island of Pithecusa (now Ischia) and at Cumae on the adjacent mainland.

Remarkable Greek ruins may be visited today at this location.

Ancient Neapolis, as British historian Edward Gibbon said:

"long cherished the language and manners of a Grecian colony; and the choice of Virgil had ennobled this elegant retreat, which attracted the lovers of repose and study from the noise, the smoke, and the laborious opulence of Rome."

<https://greekcitytimes.com>