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The wishes of Ursula von der Leyen, President of the European Commission

Like her predecessors, Ursula von der Leyen offered her wishes for 2020. The invitation extended to all members of the Central Staff Committee. It's a sign of respect for the social partners. The president had also invited the pupils of the European School of Uccle to interpret the Ode to Joy of Beethoven, our European anthem, recalling that she came from this school and what she owed to her teaching. European schools experiencing a problem of overcrowding in Brussels, we are sure to find in our president the necessary political support to move the Belgian authorities. Ursula von der Leyen had a word for Brexit, to express her emotion and, together with MEPs, to say that it could also be only a goodbye, not a farewell. Finally, she called on everyone to be bold and to put their enthusiasm at the service of the European project. Ursula von der Leyen has a charisma, a communicative energy and an inspiration that motivates and encourages us to move forward. We wish her the strength and support necessary to carry out her program, our program, by expressing the hope that she will be able to protect her staff and the European civil service which is essential to the achievement of the objectives which she has set. Madam President, your ambitions are ours. Let us create the conditions favorable to their realization. Let's talk. And we wish you a happy European year for you, by our side.

Staff representatives meet with Commissioner Hahn

The Commissioner responsible for human resources and the budget very recently wished to meet all of the presidents of the Commission's staff committees as well as all of the heads of the 5 unions representing the Commission (Alliance, USF, G-2004, FFPE and U4U / RS). The president of U4U first recalled that he shared the culture of compromise mentioned by the commissioner: the interest of the staff can only coincide with that of the institution. This culture of compromise must be nurtured by both parties, the interest of one not being without the interest of the other. The main issue for U4U, which dominates all others in 2020, is the Union's budget. Its amount must be, if not that defended by the European Parliament (1.3% of the Union's GDP), at least that proposed by the Juncker Commission (1.11%). The budget envisaged, for example by the Finnish presidency (between 1.03 and 1.08%), is not sufficient to safeguard the ability of the Public Service to act and to meet our political objectives. It is also necessary to provide the European project with the means to implement the actions financed with other financial instruments and organizations, and in this context, to guarantee the Commission's capacity to act, and allow democratic control by the European Parliament. In this context, social dialogue in the Commission must be intensified.

The new structure of the Commission presented by Ursula von der Leyen seems complex (cf. Graspe 37) and deserves to be explained further, major restructuring is underway and must involve the social partners, projects are open concerning staff as attested by the interventions of the other staff representatives: therefore, let's not delay in talking. As an answer to the Commissioner's question, our main fear concerns where we are with the European integration. While President Juncker was right to say that his Commission was the 'last chance' one, the worst was just

avoided but the political situation has not improved. So we have to mobilize.

Departure of Mrs. Irène Souka, Director General DG HR

The Director General of the Human Resources Directorate has just left the institution after 40 years of service, including 11 as Director General at DG HR. Irène Souka played a leading role in the management of the Commission's human resources, in an often very difficult context during which the fundamentals of the European public service career were abused. During this period, social dialogue was consolidated in the Commission, making this institution an example to be followed by all the European institutions. Irène Souka also tried to promote a reform of social dialogue and staff representation, which was unsuccessful due to resistance. This issue remains on the agenda. Irène Souka also continued to professionalize her teams from a European perspective, thereby improving the quality and permanence of social dialogue. Irène Souka showed a great openness to dialogue and a certain sense of compromise, without which the interest of the institution and that of the staff, one not going without the other, could not be met.

Why U4U ?

The first challenge is to deal with the administration and to deal with the attacks coming from the Council and the Member States. With a weakened European integration and an internal transformation of the European civil service, where job insecurity and discrimination are increasing, only a united, cohesive European civil service will be able to deal with the dangers that emerge. Hence the importance of a strong trade union programme to send a clear signal to our leaders: staff are concerned about Europe and the quality of the civil service they need.

In this context, for a number of reasons U4U is the only sensible choice.

1. U4U is the only trade union that links its trade union activities to the future of the European project, through the discussions conducted in the magazine GRASPE, through training and seminars on issues of European interest, or through the development of key demands for staff, but also for the Institution, which go hand in hand. Our very *raison d'être* is Europe.

2. U4U fights for the staff unity, to create solidarity among all its categories and across all generations. U4U acts by making specific proposals to combat precarious situations and disparities, in particular by requesting internal reclassification competitions for both the CAs and the TAs, as well as for ASTs and ADs. U4U argues that access to higher grades should be facilitated for AST 9 and AD 12 nearing the end of their career. Division weakens us.

3. U4U does not restrict its activities solely to defending the conditions of remuneration, promotion or retirement. U4U was the only trade union to oppose the opening up of the Staff Regulations at the time of the 2014 reform. U4U is now the only trade union to combat the proposal for an additional real pension fund which, if the idea materialises, would also lead to the opening of the Staff Regulations, and a change in our pension system. The

lessons of the reforms of 2004 and 2014 are that the opening of one chapter of the Staff Regulations has each time led to adverse reforms in other aspects of staff working conditions. In the current context, the opening of the Staff Regulation is a big risk.

4. U4U strives to ensure active and participatory management of staff careers, to better manage career paths from recruitment up to retirement through, amongst other things, training and exchanges with other administrations. Careers must be attractive and remain motivating. The administration needs to know where competences lie and how to make best use of them for the effectiveness of its missions. Moreover, it must resist the temptation to do more with less because the first victim is the staff. The quality of our work and due recognition of it is fundamental to well-being at work. This will also be achieved by respecting our professions.

5. As soon as it was set up, U4U made constant efforts, accompanied by proposals for the pedagogical framework offered to our children in the crèches, the childcare facilities and the European schools. For U4U, the European educational project as a whole is not only a useful service for staff — contributing to the attractiveness of the European civil service — but it also promotes an enriching experience of living together that consolidates a sense of citizenship among young Europeans. Knowing that our children are part of a quality project is reassuring and a source of richness for our future society.

6. U4U calls for an improvement in staff representation and in the social dialogue. U4U proposes the recognition of trade union organisations as partners of effective social dialogue, as well as the necessary means to operate. The range of topics in the social dialogue should be extended and this dialogue made possible at all levels of the institution, in all the DGs and sites, as close as possible to staff members. It cannot be restricted solely to the top down consultations of the administration with the Staff Committee. A quality social dialogue reflects a society that is managed in accordance with values of mutual respect and partnership.

Report on the cost of living in Luxembourg

This analysis dated September 26, 2019 was commissioned by the European Commission to AIRINC. In fact, the Unions echoed the difficulties relating to the attractiveness of the Luxembourg site and Commissioner Oettinger therefore undertook to check the cost of living situation in Luxembourg.

There is a perception among colleagues posted to Luxembourg about the local cost of living compared to Brussels. This feeling would be that the difference of cost of living between the two European capitals would tend to increase. If this perception turns out to be a reality; it could create difficulties for the attractiveness of the Luxembourg site. Indeed, the Staff regulations do not provide for a correction coefficient for Luxembourg, but considers the two places of employment as the base of 100 for the calculation of the parallel purchasing power between places of employment of EU staff.

Based on the data collected by the consultant, it is possible to draw the following two conclusions:

- ▶ The cost of housing in Luxembourg index is 152.4 (Brussels base: 100). It is 70.9, on average, for the three border areas (Arlon, Trèves and Thionville) where a significant part of the staff of the EU institutions resides
- ▶ The cost of living index (excluding housing) in Luxembourg is 110 (Brussels base: 100) and 90 on average for the three border areas, where a significant part of the staff of the EU institutions resides. Thus, the study considers that the cost of goods and services is comparable between Brussels and Luxembourg, including the border areas.

Based on this data, the report considers that there is a difference in the cost of living between Brussels and Luxembourg, linked to housing. In conclusion, the report explores options for dealing with this situation. De facto, there are two. The first consists in creating a correction coefficient in favor of the staff assigned to the European institutions in Luxembourg. This approach would have the effect of accentuating the existing disparities among the staff assigned to the Grand Duchy. Indeed, it would amount to granting a correction coefficient to a part of the staff, being assigned to the Grand Duchy, which resides in the border areas mentioned, where the cost of housing is 30% lower on average than that of Brussels. More importantly, it should be noted that such an option requires a revision of the Staff Regulations, as art. 64 explicitly provides that no correction coefficient applies to Luxembourg. The opening of the statute would not stop at this aspect. In the current context, it would translate into a lesser bargain for all the staff of the institutions, as it did every time there was a revision of the Staff Regs. A variant of this option, even less practicable, would be to apply the correction coefficient only to staff assigned to Luxembourg and resident in the Grand Duchy, de facto excluding colleagues living in France, Belgium and Germany. This approach would call into question the system of coefficients based on the place of employment and not on the place of residence; This would undoubtedly raise other legal questions and problems of equal treatment between staff posted outside Brussels. The second approach would be to grant a housing allowance for the benefit of staff residing in Luxembourg, excluding agents established in the three border areas. Such an allocation should reflect the differential in the cost of housing between Luxembourg and Brussels and therefore be adjusted regularly. A question nevertheless arises as to the most appropriate legal basis for establishing such an allowance

In this context, U4U wishes to favor the following approach:

- ▶ The revision of the Staff Regs does not seem desirable to us today; because the staff have too much to lose, including colleagues from Luxembourg. Consequently, the creation of a correction coefficient in Luxembourg, in the current legal framework does not seem possible to us; this approach must therefore be discarded;
- ▶ The approach of a housing allowance for colleagues in Luxembourg seems more promising;
- ▶ After the adoption of the new multi-annual budgetary framework 2021-2027, it will be time to launch the discussions on the basis of the financial resources decided for heading VII of the MFF;

- After the adoption of the new multi-annual budgetary framework 2021-2027, it will be time to launch the discussions on the basis of the financial resources decided for heading VII of the MFF;

On Feb 10th, U4U presents a list for the elections of the Staff Committee of the European Parliament

Since its creation in 2009 U4U, an inter-institutional trade union, has been present at the European Parliament. Once again, it is now presenting a new list: List 1. LIST #1 supports an independent European public service and the deepening of European integration in a spirit of unity and intergenerational solidarity. Our candidates are fighting against precarious situations and disparities, rejecting all forms of discrimination — particularly of gender and status — all on the basis of a constructive social dialogue that we wish to support. U4U acts to improve our working conditions and calls for participatory and inclusive management. U4U is against reopening the Staff Regulations, as it is certain that, as in 2004 and 2014, the European civil service would come out of it weakened. U4U promotes a debate open to European citizens through its public platforms, and we have set up a review of discussions (GRASPE), which organises conferences on the civil service and European integration. U4U is committed to the environment and the climate, in particular by supporting our colleagues in EUstaff4Climate who offer substantiated and concrete measures based on their professional experience. U4U is close to the staff, defending their interests and accompanying them when they need effective support: you were able to count on us. Our full LIST 1 is composed of 29 colleagues representing the diversity of EP staff, both geographical — Strasbourg, Luxembourg, Brussels — and category (AD, AST, AA). More specifically, our list is composed of 15 men and 14 women, coming from a large number of Member States. Our candidates come from most of the services (10 out of 13 DGs), representing a broad spectrum of the professions of the Parliament's staff.

Vote U4U to defend a permanent, independent, competent and unified public service that furthers European integration and promotes its model and interests worldwide.

U4U programme at the European Parliament

Dignity at work, Careers, Promotions, Mobility

We all have to work longer, but our institution is not always prepared to keep colleagues aged 55 and over, motivating them, continuing to train them and offering them careers that take into account their experience. and their merit;

No colleague should be left behind, trapped in a non-job and treated inappropriately by our institution. Parliament needs all its staff to work together in a constructive spirit so that the European Union can move forward;

Parity and the inclusion of diversity is not always a reality in our institution. The management style, the type of selection and the criteria for evaluating staff are not always able to promote diversity and parity. Equality and transparency are, however, Europe-

an values anchored today in our civic aspirations: let us show the example in Parliament;

On the basis of their merits and experience, the EP must offer career opportunities to staff of all categories: civil servants, temporary agents, contract agents and parliamentary assistants. A community of interest must be sought because the division weakens and hinders the proper execution of the missions entrusted;

Promotion must be based on merit, according to clearly defined, transparent and comparable criteria. Everyone must be able to understand how they are assessed and the rationale of the merit points awarded;

The selections for the allocation of positions must be transparent, and provide useful feedback to candidates including a comment on their performance during the interviews;

Mobility must be encouraged by proposals for interesting and rewarding career paths. Training must be offered to better encourage and prepare for it. Forcing mobility is counterproductive and often arbitrary in its effects. Mobility should be considered on a voluntary basis;

The trades and those who exercise them must be respected: it is true of interpreters as well as translators, ushers, security guards.... The quality of the service rendered takes precedence over productivity, especially when this is obtained to the detriment of the health of colleagues and of our missions;

No one should be discriminated against or harassed whichever is their nationality, gender, age, religion, sexual orientation or political beliefs. Investigations should be carried out, and, where appropriate, sanctions applied to all those who are found to be involved in harassment, regardless of their status or rank.

Training, Recruitment, Working conditions

To prepare for the professions of tomorrow and help colleagues build a career as soon as they start work, the Parliament must offer targeted training, thematic, linguistic, IT, to all staff. Participation should be encouraged and facilitated. A specific effort must be made throughout the career and more specifically, for colleagues over fifty-five who must reorient their career;

We are in favor of internal competitions for Contract Agents so as to also offer them career prospects. The creation of an office bringing together the building trades and logistics, mail, security, IT and early childhood, for example, would allow their recruitment in GFII - or even more - on more decent conditions (CDI paying qualifications correctly). This could improve employment conditions and offer more career opportunities.

The administration must take care of the well-being of all its personnel, and in particular, that which undergoes a significant increase in the volume of work. Solutions must be envisaged to guarantee the continuity of the quality of execution of tasks, a mark of excellence of the work of the staff of the Parliament, while guaranteeing adequate work rhythms, tools and working environment;

An effort must still be made to better welcome the new staff, in particular when they are posted outside Brussels. Our organiza-

tion is complex and a tutoring and a facilitated orientation are desirable.

Our Health and Our Staff Regulations

The Common Health Insurance Scheme - JSIS - must be updated to take into account the development of science on the one hand, as well as the evolution of society on the other. Our plan must be guaranteed, improved and safeguarded

The budget for the social policy of the Parliament must have the necessary means to reimburse colleagues or a family member with a disability for the costs they incurred related to their disability which are not refunded either under the JSIS or any national aid from which they would be excluded because of their assignment.

We will oppose any attempt to impose working conditions such as "open spaces", "hot desks", which are not necessary and do not correspond to a logic of improving working conditions. U4U supports all practices aimed at facilitating the working conditions of staff such as teleworking, whose implementation as recently reviewed by the administration is still not optimal.

We are opposed to any reform of the Staff Regulations; we have already paid the price of the 2004 and 2014 reforms, in terms of wages, pensions, working hours, career development, etc. The recent report of the Court of Auditors points to the growing difficulty of the Institutions to recruit: let us not deprive ourselves of the best.

Unemployment benefits for contract agents under the art. 3ter of RAA

U4U is concerned about the situation of contract agents 3b of the RAA at the end of their contract, when they are not interested in a second fixed-term contract. According to our information, the Commission services are proposing to 3b contract agents who are not interested in a new contract, to sign a declaration certifying their waiver of their right to unemployment benefit. More specifically, our attention was drawn to the case of fellow fixed-term contract agents (3b RAA) who, at the end of their contract, were offered a new contract by the Commission services. These colleagues, for various reasons, did not wish to continue their mission with the institution and preferred to work until the end of their current contracts. In this context, the position communicated by the administration was that these two colleagues had in fact resigned, refusing a new contract. In addition, the administration has informed them that they are not eligible for unemployment benefit. Finally, they were asked to sign a letter giving up unemployment benefits and health insurance.

U4U considers that this approach adopted by the administration services raises the following points:

- Contract Agent 3b is engaged for a fixed period;
- Renunciation of a second and final contract does not, in our view, constitute resignation. Resignation is expressed only when a contract is terminated;
- The position that the second contract is not an extension of an initial contract is in line with the Commission's analy-

sis developed during the consultations on the new GIP for contract staff, where it was considered that second contracts concluded after the reform of the Staff Regulations in 2014 should reflect the provisions of the revised Staff Regulations (retirement at the age of 66, pension accrual rate of 1.8% per year and not the previous provisions which were more advantageous for individuals). Therefore, these new contracts were not considered by the Commission as an extension but as new contracts;

- On this subject, the case law referred to by the Commission departments concerns only the cases of temporary agents, whose contracts are intended to be of indefinite duration, and not contract agents covered by Article 3b of the RAA. While in the case of a contract staff member who can benefit from a contract clearly intended to be of indefinite duration, a refusal to extend the contract could be assimilated to resignation, the same approach cannot be adopted for contract staff whose contracts are clearly limited in time;
- More importantly, this situation concerns only a very small number of cases, moreover colleagues who are highly valued in their services. The current position of the administration would be tantamount to rightly giving the benefit of the unemployment allowance to colleagues to whom the services have not wished to grant an additional contract because of their performance, whereas this allowance would be denied to a very few good colleagues, whose merits are recognised. Moreover, the administration asks them to sign a certificate depriving them of their legitimate right to an appeal. On this last point, to need such a procedure, the administration seems unsure of the solidity of its position.

U4U hopes that the administration will find a way of redressing a position that is detrimental to the institution. Our organisation is ready to participate in any meeting to find a solution that combines the interests of the service and the staff, as one cannot go without the other.

Right to strike: Court of Justice calls the European Parliament to order

In condemning the European Parliament for unlawful requisitioning (Case T-402/18), to compensate the plaintiff interpreters and at the expense, the Court of Justice recalled that no institution can be above the law, and that strike action is still a right.

The administration had decided to make interpreters' working conditions more flexible in order to better adapt to the timetables and length of meetings. After two years of unsuccessful negotiations with the administration, which sometimes practised empty chair and sometimes refused without logical explanation the reasonable and practicable proposals of the interpreters, tired of this fake dialogue, the interpreters chose in June 2018 to go on strike and filed a notice of strike.

Parliament had therefore decided on the requisitions. U4U called on the Parliament's administration and MEPs to react, which six of them did, and were in turn sanctioned by their president, Antonio Tajani. The proposals made by the interpreters, who are highly professional and best able to understand the constraints

of their profession, were nonetheless adequate responses to the administration's demands. No one understood the intransigence of the administration in favour of its solution, nor its contempt for highly qualified personnel, indispensable to the exercise of democracy and the right of everyone to express themselves and understand in their own language. Its attitude was in fact a refusal to negotiate, conceiving social dialogue only as a balance of power to impose its measures.

The interpreters decided to go on strike. They were requisitioned and went to court. A strike is always an expression of despair, and for U4U, the failure of the authorities to reconcile the interests of the institution and those of the staff, as the one cannot be achieved without the other, through social dialogue, an instrument which mobilises collective intelligence and makes it possible to reach lasting solutions accepted by all.

The Court's ruling is the victory of law over force, that which consists in imposing at all costs, adorned with a feeling of impunity and disregarding respect for the law and the staff.

Let the Court's judgment make Parliament, the symbolic embodiment of democracy, understand that its staff are also the European people and that, like them, they have the right to be heard and protected.

Good working conditions are a guarantee of the quality of work. Why is it always necessary to point out the obvious?

Pension rights in the event of a change of Agency

Does starting to work for a new post-reform agency in 2014 mean that temporary agents who started their careers before reform will be subject to the Union's new system of pension rights?

This question is not without interest. Indeed, remember that, in the context of the last reform of the Staff Regulations, the legislator increased the retirement age and consequently reduced the percentage of annuities accumulated over the career. The new temporary agent thus contributes 1.8%/year (instead of the pre-reform 2% of 2004 and the 1.9% of the intermediate period).

We thought that the problem had been settled since the Torné judgment (T-127/17 delivered on 14 December 2018) and that the Commission would comply with the interpretation endorsed by the Tribunal. This is not the case.

One case, we hope, will have the merit of clarifying this aspect. Several agencies have shown their support for the agents by intervening voluntarily.

One of our members recently submitted an action for annulment against the decision of its AHCC to apply the new pension scheme to it. The debate mainly concerns the notion of "entry into service" within the meaning of the provisions of the RAA. This notion is indeed key in the context of the assessment of the transitional measures established during the 2014 reform.

Is it an entry into service within the Union or is it an entry into a particular institution or agency? The latter hypothesis would re-

sult in a different starting point being taken into account when, as in the case of the member currently in dispute, a staff member agrees to be transferred from one agency to another as part of the implementation of the provisions promoting inter-agency mobility.

This is a crucial temporal factor in the analysis of pension rights: should pension rights be considered to revolve around any new contract irrespective of the question of contribution to the Union's pension system? Should we therefore exclude any element of continuity when a temporary agent continues his career in another agency, uninterrupted, without taking account of his entry into service within the Union itself?

Neither the Staff Regulations nor the Conditions of Employment of Other Servants expressly define the concept of entry into service, a matter which the Tribunal already addressed in Case T-127/17. However, the Tribunal laid down the principle that that concept must be interpreted in the light of the objectives pursued by the rules of the Union concerned, that is to say, those relating to pension rights.

The Commission endeavours to refuse to transpose the lessons of the Torné judgment to temporary staff who analyse this concept of entry into service in the context of the assessment of the rules on recruitment and hide behind budgetary imperatives.

No consideration whatsoever can justify different treatment of a member of staff who, however, like his fellow official, has begun to contribute continuously to the Union's pension scheme as soon as he signs his first contract in the service of an institution.

We are following this case closely and will keep you informed of the conclusions of the Tribunal.

The Schuman Trophy 2019 : United in diversity for deprived children and for Europe

The edition 2019 has been particularly special for several reasons: firstly the External European Action Service won and this brought a considerable amount of pride and joy all its staff (including some very proud Director-General who said so) ; secondly, the event has collected more than 40.000 euro in 2019 and all of it has been distributed to charities and organisations operating for deprived children and third, a special speech to remember our beloved colleague Philippe Keraudren was delivered during the Gala drink. Triple emotion on that night, positive feelings and the impression that we can do many good things all together. The Schuman Trophy not only brings up the values of amateur sport, solidarity and responsibility to the world in which we live, but also brings together colleagues from all Institutions and services and even from abroad, with one single common aim: helping others, some very vulnerable.

The Schuman Trophy deploys a multiplication effect as many colleagues – some of them have bought us lottery in previous years – had taken conscience of the many charities and solidarity groups established to help deprived children. Not all of them play soccer and not all of them come to encourage the teams but many of them get involved as donors or volunteers. This is the case of the colleagues supporting some of the baby orphan children who live under the care of monitors and spe-

cialised staff and who have no one to take them out during the weekends. Not only is difficult to get adopted, but also to get a Godfather or simply someone to bring them to the pool. The Schuman Trophy is the result of the committed bunch of volunteers in the organising committee and this is the commitment we have, as unionists, to stand behind what staff considers is fair and worth fighting for. Active, retired and their families, all together. Thanks to all the organising committee and volunteers, you may count on the support of U4U in all forthcoming years! U4U is one of the historical patrons of the Schuman Trophy, together with USB, RD and SFE. As a key speaker said during the gala where the awards were distributed to charities "not all the unions are there..." We call to all unions to support the Schuman Trophy: all EU staff agrees!

Let's launch the debate on the future workplace at the Commission

The fantasies and especially the ideology of "New Public Management" seem to be getting old and no longer make you dream in the schools of... "management". Disappointments, but above all the mismatch between concepts from the 1990s in relation to the entry of new technologies that break the benchmarks in terms of productivity and organization (scientific?!) of work. Nevertheless, at least on these shores of the Atlantic, thinking is in its infancy about what this implies in terms of recasting the basic principles that founded the creation of all bureaucracies: the existence of physical locations in which a substantial mass of operators, such as workers on a Fordist production line, are concentrated mainly for reasons of economy of scale. However, while some functions, mainly representative, do indeed require an identifiable spatial location and an institutionalization that symbolizes power and authority, these activities are marginal to the bulk of the work required to make a bureaucracy work.

Without advocating for all that the complete disappearance of collective places of interaction between agents, which are necessary for the emergence of teamwork generally considered to be conducive to creativity, the revolution that could be made possible by new technologies, thus removing a factor of alienation, has not yet taken place. Work and the sleeping subway remain the b a ba of employee life, even if some experiments with teleworking and the introduction of flexibility have made it possible to improve working conditions, mainly for mothers

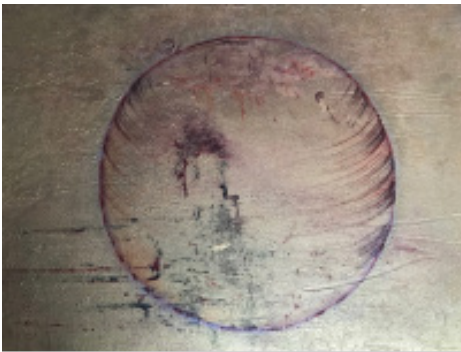
in clerical positions. This is far from the case, even if other categories of staff are gradually being led to practice occasional telework, whether formalised or not, with smartphones extending the "productive" period and availability for many staff to a pattern close to 24/7 . At a time when "call centers" in India or "nomadic executives" in the high-tech industry are regularly snubbing each of us on the front page of mainly English-speaking daily newspapers, and when environmental concerns are becoming more and more important, when life in large, saturated cities is becoming an obvious brake on the continued growth of our societies, this reluctance is incomprehensible! The image of the executive present in the office late at night to prove his importance seems however to survive the generations...

Certainly some pioneers are trying to start the debate. The Commission recently published a communication on the "Future workplace in the European Commission" (C(1019) 7450, 16/10/2019). However, it has so far gone largely unnoticed. The document has the merit of setting out the debate, as the rest of "its life", particularly with the arrival of a new Commission and the ensuing intermingling of managerial staff, remains highly uncertain. It has to be said that at this stage it is only the first elements of reflection, merely recalling a number of principles, or even the obvious, and sketching out a vague method through principles to frame the discussion.

The debate must therefore be driven by the living forces, taken up again through social dialogue to enrich it and ensure that it is not ultimately just a means for senior management to gain autonomy to impose restructurings and new working methods in the name of a "new scientific approach", when in fact they are only dictated by immediate savings: reduction of office space, economies of scale with the use of open space, dehumanisation of spaces through the generalisation of hot-desking etc. Some Member States have already gone (too) far in this direction and the least that can be said is that it is not the miracle solution (see debates in the Netherlands for example). Reflection should be driven by a real desire to establish an ecology of the way in which work is organised which puts the individual back at the centre.

Let's launch the reflection through our publications and the organization of a cycle of conferences/workshops, not necessarily face-to-face, in anticipation of a total delocalization of interactions between us!

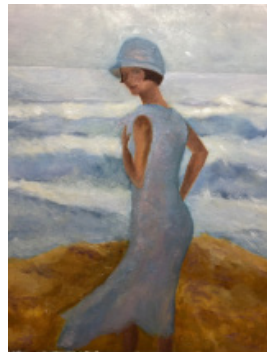
THE EUROPEAN COMMISSION ART CLUB EXHIBITION:



Introspective

Celeste PEÑA RÍUS
15.11.2019 – 15.02.2020
Library of the
European Commission
Rue Van Maerlant 18, 4th floor
1040 Brussels

“Introspective” réunit une bonne vingtaine des tableaux réalisés entre 2015 et 2019 à l’atelier du Cercle d’Arts plastiques de la CE. C’est le reflet de l’itinéraire personnel de Celeste qui fait escale aux ports des sujets variés qui l’ont questionnée au fil du temps.



Expressions abstraites

Cercle d’Art Commission Européenne
du 15.01 au 28.02.2020
Cafétéria du VM-2
Rue Van Maerlant 2
1040 Bruxelles

The members of the European Commission Art Club are happy to invite you to discover their works exhibited at the cafeteria of Van Maerlant-2 from 15 January to 28 February 2020. They have been inspired by their feelings and emotions expressed through colours and shapes derived from the figurative.



Hiver en couleurs

Cercle d’Art Commission Européenne du
15.01 au 28.02.2020
au CCAB/01, rue Froissart, 36
1040 Bruxelles

The members of the European Commission Art Club are happy to invite you to discover their works exhibited at the CCAB/01 from 15 January to 28 February 2020. The sunny and mild winter we are happy to enjoy this year has been a source of inspiration with these landscapes, characters and imaginative works.