

# Best regards syndicals

No 9

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It is time for Staff Cttee to ask DG PERS to open  
an Infirmary in the SqM building in Brussels

- with adequate medical equipment and staff for assistance in case of workplace emergency
- medical advice and consultation for common health worries

Lights bolts are to "light" the  
offices not to heat them !  
Use of air-conditioning to  
cooling the same offices is  
not EMAS friendly....



## WORKPLACE BULLYING\*

### Factors contributing to workplace bullying

There are a variety of reasons why a person may bully another person in the workplace.

**POWER** A person may use their position of power or their physical dominance over those who are perceived to be weaker. The bullying is often dependent upon the perceived power of the bully over their victim. **SELF ESTEEM** : Bullies may put down others to boost their own self-esteem and confidence to help deal with personal feelings of inadequacy.

**DIFFERENCE** : An individual or group may become targets of workplace bullying because others perceive them as being new or different. **PERCEIVED THREAT** : Some people bully others because the other person is perceived as a threat to them either personally or to their position within the company.

**ORGANISATIONAL CULTURE** : The culture of a workplace is often shown by its values, beliefs and what is considered to be normal behaviour. When the culture is positive, it encourages individuals to adopt appropriate behaviours that promote respect of others. Conversely, employees may find themselves in a negative culture where inappropriate behaviours and attitudes are encouraged or condoned by management and bullying is seen as normal behaviour for the majority of people in the workplace.

**ORGANISATIONAL FACTORS** : People may harass or bully others due to dissatisfaction with organisational arrangements. Factors may include: job insecurity, restructuring or downsizing, changes such as a new manager/supervisor, new rosters or new procedures, inadequate supervision, change in ownership, introduction of new technology, inappropriate initiation practices inadequate support or training, poor skills and practices in people management

**WORKING ARRANGEMENTS** : Some working arrangements mean that individual employees or workgroups are separated from supervisors and others in the workplace. This can allow bullying to go undetected and prevent effective monitoring and leadership. Examples include: the physical work layout, employees located in different offices or work locations, work scheduling including fieldwork and shift work, people in positions of authority separating individuals from co-workers.

"Interagency Round Table on Workplace Bullying"  
Government of South Australia 2005

ASK THE STAFF Cttee TO INSIST ON DG PERS for DEVELOPING A  
PRACTICAL GUIDE TO HELP IDENTIFY AND DEAL WITH BULLYING !

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

## April 1915 chemical weapons

« ..soldiers in the trenches look in amazement at a greenish-yellow cloud that starts rolling across the fields. Then passive curiosity turned to active torment - a burning sensation in the head, red-hot needles in the lungs, the throat seized as by a strangler. Many fell and died on the spot. The others, gasping, stumbling with faces contorted, hands wildly gesticulating, and uttering hoarse cries of pain, fled madly through the villages and farms and through Ypres itself, carrying panic to the remnants of the civilian population and filling the roads with fugitives of both sexes and all ages... »

A.T. Hunter, Canadian Soldier, witness of first chlorine gas attack

## 9 May 1950 Schuman Declaration

« World peace cannot be safeguarded without the making of creative efforts proportionate to the dangers which threaten it. The contribution which an organized and living Europe can bring to civilization is indispensable to the maintenance of peaceful relations. ... »



## Men / Women : Anima - animus

"Goddesses in Everywoman A new psychology of Women was published in 1984. In it I described how women were acted upon by two powerful forces : the archetypes of the collective unconscious and the stereotypes of the culture. ..

Goddesses in Everywoman had a powerful effect on readers who recognized themselves in the archetypal patterns described there. I had based them on Greek goddesses who resided in the patriarchal Olympian world where they related, adapted, or were dominated in ways that women of today could identify with. Some of these goddesses had qualities that fit traditional roles for women, such as Hera, the archetype of the wife; Demeter, the mother; Persephone the maiden; and Aphrodite the lover, but others had attributes that society and psychology said belonged to men - Artemis the huntress could protect women from male violators and seek her own goals, while Athena was entrusted with power and had the clearest mind of any Olympian. It was a perspective that broadened Jung's psychology of women and had exceptions to his theory\* but it drew from the archetypal structure of the psyche that he discerned and described."

\* Jung postulated that there was a contrasexual archetype in everyone; this was the animus in women and the anima in men. According to this theory, woman's thinking, assertiveness and spirituality were attributes of her animus, a less conscious part of her psyche than her feminine ego. Animus thinking, by definition, is inherently inferior, which did not describe Athena or women whose superior function is thinking. Jung's anima-animus theory attributes feeling and relatedness in men to their correspondingly less conscious anima. Again, the exception is a man whose superior function is feeling.»

Dr J.S. BOLEN, M.D. - California

«I want a European Union that is bigger and more ambitious  
on big things, and smaller and more modest on small things»



Before even the Commission presents its **Better Regulation Agenda** which aims to create a workable legislation for businesses, citizens and public administrations in Europe a **Better Regulation watchdog** was created to defend citizens, workers

and consumers (! ?) Defend whom? .... From ...whom ?

**How are we** -55.000 people working in the EU Institutions- **going to update our working practices to better serve citizens, workers and consumers ?**

That is the question that our trade Unions should focus on... don't you think ?

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