

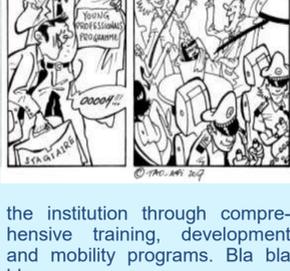


## JUNIOR PROFESSIONAL PROGRAMME (JPP) STILL NO END!

With the call for expression of interest launched in November, the Commission continues to recruit staff at AD level, especially trainees (Blue Books), bypassing the open competition procedure. The so-called "talent management strategy" piloted in June 2018 by decision of the college, has been extended until 2020. Every year, up to 50 Junior Professionals are selected!

Recently, an article published on MyIntracomm by DG HR advertised the benefits this programme has to offer. Let us recall that the programme discriminates against Contract Agents GFIV with more than 3 years in service since they are excluded.

The JPP is presented as a "professional development programme". It claims that it aims to better integrate junior staff members in the European civil service by offering them space to develop a European spirit and sense of allegiance to the Commission. It enables them to acquire the skills and knowledge required by



the institution through comprehensive training, development and mobility programs. Bla bla bla...

### Everyone should be entitled to equal chances of access to public office.

Clearly a missed goal since most of the selected candidates originate from countries that are already well represented.

TAO-AFI had initially blocked this programme, but over the course of many negotiations, remains alone in its fight.

Silence has benefited this scandalous initiative.



## MOBILITY AND EUROPEAN SCHOOLS IN BRUSSELS

Since 2006, the Commission has, on different occasions, adopted mobility plans to encourage its staff to use alternative transport to commute (incentives to use public transport, bicycles, carpooling, bringing nurseries and schools closer to Commission buildings, etc.). The measures put in place to promote cleaner means of transport have started to show their effectiveness.

Colleagues are well aware of the pollution level in cities today and the impact it has on our health.

However, there is a real contradiction in this mobility policy. It concerns the enrolment policy of the European Schools and how our children are dispatched across the various sites in Brussels.

At a time when we want to protect the environment and encourage staff to live close to their workplace and to favour clean means of transport (public transport, cycling, walking), the child's home is still not taken into account by the European schools when applying.

In the document "Policy on Enrolment in the Brussels European Schools for the 2019-2020 school year – Central Enrolment Authority" (Ref : 2018-12-D-14-en-2), in Chapter 8. "Special priority criteria", § 8.4 "Particular Circumstances which refers to "the particular circumstances which (...) may be taken into consideration to grant a priority criterion with a view to the pupil's enrolment at or transfer to one or more schools/site of his/her choice" it is clearly stated:

8.4.2. The following circumstances will not be relevant for this purpose:

a) location of the place of residence (home) of the child and/or his/her legal representative..."

As a result, families living in Uccle have to send their children to Woluwe (worse Laeken) while others who live in Woluwe have to send their children in Uccle! Some families even have children who have to go to two different schools. Not only does this have an impact on family life for staff but, most importantly, it does not take into account the well-being of the child.

In these circumstances, time spent in school buses can sometimes exceed over 1 hour per trip.

As example, we refer to the case of a child who lives in Uccle (3.1 km from the school) and who was granted a place by decision of the Central Enrolment Authority in the European school in Woluwe (12.5 km from his home). To get to school, this child has to endure one hour's bus ride and, as the Woluwe School transport service does not serve Uccle, his parents have to drop him off to one of the pick-up stops located 1.9 km away every morning. In the afternoon, once the bus has dropped him off, he must take a tram (or walk for 25 minutes) to reach his home. The response the parents received to their appeal is clear. The organisation of school transport is not the responsibility of the European Schools, the location of the child's place of residence is a circumstance expressly excluded by Article 8.4.2

## TAO-AFI WOULD LIKE TO SEE MORE PLACES FOR BIKES!

In Brussels, the number of cyclists increased by 16% last year, rising to almost 36.000 cyclists per day. The bicycle route network is far from being implemented everywhere in Brussels Region, but the situation is improving. Between 2014 and 2019, 35 km of cycle paths were created and a project to double the small ring road around Brussels with cycle paths is underway. Improvements are on-going since the new Brussels mobility minister, Elke Van den Brandt, wants to double the modal sharing of cycling over the next five years.

### But what is the Commission doing to follow the movement?

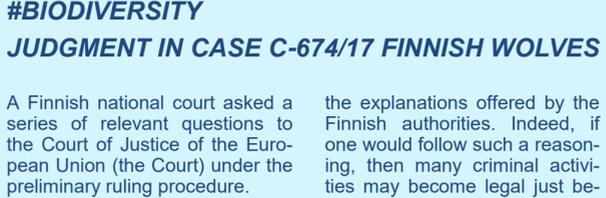
In the last few years, small parking spaces for bicycles were installed in some of the Commission buildings (The Commission occupies around 70 buildings in Brussels), along with showers and lockers. The Commission purchased a small number of service bikes and promotes the use of bicycles through its "Vélo Mai" challenge.

The number of cyclists is exploding at the Commission and it seems that the administration is not keeping up despite the "fit@work" campaigns, conferences, workshops, and commitments on climate change etc.

In many of the buildings, the infrastructure offered to cyclists is largely inadequate. Not enough showers, no toilets nearby, no changing rooms, no lockers. The existing showers are for most used by workers employed by external providers, undermining the use to Commission staff. Bike racks are rudimentary and should be replaced by a more practical installation.

It is urgent to act, to stay in line with a dynamic changing world. There is a need to reorganise the Commission's garages to provide more space for bicycles as well as for electric and hybrid cars, and imposing a drastic reduction of reserved spaces.

TAO-AFI has always been at the forefront of the Commission for a new urban mobility programme and the demands that the Commission acts without further delay.



## #BIODIVERSITY JUDGMENT IN CASE C-674/17 FINNISH WOLVES

A Finnish national court asked a series of relevant questions to the Court of Justice of the European Union (the Court) under the preliminary ruling procedure.

Grey wolves (*Canis lupus*) are a strictly protected species in the EU under Article 12 and Annex IV of the Habitats Directive (Directive 92/43/EEC on the conservation of natural habitats of wild fauna and flora). They can be hunted only under the limited circumstances enumerated in Article 16 of the Directive, e.g. in the interests of public health and public safety.

Wolves and large carnivores in general are very important species in the ecosystems they are part of. The reintroduction of wolves in Yellowstone National Park (United States) has demonstrated how far-reaching the consequences of their presence or absence are (<https://www.yellowstonepark.com/things-to-do/wolf-reintroduction-changes-ecosystem>).

The wolf is a species that is critically endangered in Finland. The Finnish Wildlife Agency allowed hunting of wolves under a wolves "management plan" because of "the harm wolves had caused to dogs and the concern of the local population. The Finnish authorities argued that legal hunting is necessary for "combating poaching", because the authorities are not able to properly enforce the law against the illegal killing of wolves.

the explanations offered by the Finnish authorities. Indeed, if one would follow such a reasoning, then many criminal activities may become legal just because there are enforcement difficulties.

The Court required the national referring court to carefully ascertain the situation in light of the guidance it provided. The Court ruled that:

- Article 16(1)(e) of the Habitats Directive must be interpreted as precluding the adoption of decisions granting derogations from the prohibition on the deliberate killing of wolves laid down in Article 12(1)(a), read in conjunction with Annex IV(a) to that directive, by way of hunting for population management purposes, the objective of which is to combat poaching, where:
- the objective pursued by such derogations is not stated in a clear and precise manner and where, in the light of rigorous scientific data, the national authority is unable to establish that the derogations are appropriate with a view to achieving that objective
- it is not duly established that their objective cannot be attained by means of a satisfactory alternative, the mere existence of an illegal activity or difficulties associated with its monitoring not constituting sufficient evidence in that regard

The Court was not persuaded by

## QUIZ TIME!

The Council adopted a directive which introduces new restrictions on certain single-use plastic products. Under the new rules, single-use plastic plates, cutlery, straws, balloon sticks and cotton buds will be banned by 3 July 2021. Oxo degradable plastics, food containers and expanded polystyrene cups will also be banned from this date.

The directive also sets a target for Member States to collect 90 % of plastic bottles by 2029. Under what terms?

- Bottles marketed in the EU will have to contain at least 35% recycled plastic in 2025 and at least 30% in 2030
- Bottles marketed in the EU will have to contain at least 25% recycled plastic in 2025 and at least 30% in 2030
- Bottles marketed in the EU will have to contain at least 20% recycled plastic in 2025 and at least 35% in 2030
- Bottles marketed in the EU will have to contain at least 15% recycled plastic in 2025 and at least 30% in 2030

Send the correct answer [here](#) and try to win a 50€ voucher

at Filigranes!

Deadline to participate 17/12

Correct answers will be drawn 18/12

- JUNIOR PROFESSIONAL PROGRAMME (JPP)
- MOBILITY AND EUROPEAN SCHOOL
- MORE PLACES FOR BIKES!
- THINK GREEN
- 'ADULTS IN THE ROOM' WHEN CINEMA SPEAKS OF EUROPE
- BIODIVERSITY CASE C-674/17 ON FINNISH WOLVES
- TOY CAMPAIGN FOR "ARC-EN-CIEL" WHAT A SUCCESS!
- QUIZ : WIN A 50€ VOUCHER AT FILIGRANES!



## WHAT'S ON NEXT TAO-AFI?

- CONFERENCE PENSION SCHEME MONDAY 09/12
- LEGAL CONSULTATIONS TUESDAY 17/12

Contact us [here](#) for more info



## THINK GREEN USEFUL TIPS

Plant a tree! It's the perfect moment.

Plant a tree to help reduce your carbon footprint and tackle climate change and biodiversity loss.

You don't have a garden?

Join a collective action or help finance small agroforestry projects around the world.

Did you know that the City of Brussels has pledged to plant a tree for each of the 3,000 babies born in the city each year.

The trees will not be planted in Belgium, but in Africa or South America early 2020.



## WHEN CINEMA SPEAKS OF EUROPE

Greece 2015: the country's economy is in severe recession and at the brink of a financial collapse.

The new government is fighting against the Troika represented by the European Union, the IMF and the European central bank. Filmed like a timely political thriller, the story, based on Yanis Varoufakis book, is about the negotiations on the financial debt between Greece and the Troika when he was Minister of Finance.

Led by film director Costas Gavras, the greek actor, Christos Loulis, who plays the main role as Varoufakis, delivers a great performance.



## TOY CAMPAIGN IN FAVOR OF ARC-EN-CIEL

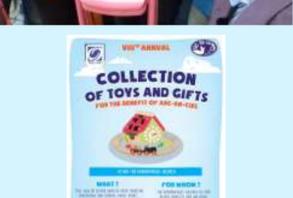
ALREADY OUR EIGHTH EDITION AND STILL A TRUE SUCCESS!

For eight consecutive years, TAO-AFI is delighted to take part in a national toy collection campaign in favour of children and families in difficulty.

The season festivities is a time for giving and sharing, and once again, the Commission personnel has shown itself to be very generous.

TAO-AFI would like to thank all of those who contributed to this action.

## A VERY BIG THANK YOU TO YOU ALL!



- it is not guaranteed that the derogations will not be detrimental to the maintenance of the populations of the species concerned at a favourable conservation status in their natural range
- the derogations have not been subject to an assessment of the conservation status of the populations of the species concerned and of the impact that the envisaged derogation may have on it, at the level of the territory of that Member State or, where applicable, at the level of the biogeographical region in question where the borders of that Member State straddle several biogeographical regions or where the natural range of the species so requires and, to the extent possible, at cross-border level, and
- not all conditions are satisfied in relation to the taking, on a selective basis and to a limited extent, under strictly supervised conditions, in limited and specified numbers, of specimens of the species listed in Annex IV to that directive, compliance with which must be established in particular by reference to the population level, its conservation status and its biological characteristics, are satisfied.



Your TAO-AFI team: Raúl Trujillo Herrera, Rosario de Simone, Marco de Stefano, Andres Font Galarza, Juan Luis Barbolla Casas, José Bellod, Gillian More, Cristina Perret.

JOIN TAO-AFI, THE INDEPENDENTS, TO REINFORCE THE STAFF'S ACTION AND TO BE INFORMED OF YOUR RIGHTS!

KEEP THE INDEPENDENT SPIRIT UP!

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