



**For Brussels LSC
Elections**

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Generation 2004 Newsletter no.30

October 2018

TOP STORY

Staff elections in Brussels and outside the Union 2018

The next staff elections for the Brussels local staff committee will take place from 24-26 October 2018. **Generation 2004 has, for the third time, set up a very gender, nationality and staff category balanced list of 54 motivated candidates** (27 pairs) for the Brussels staff elections.

Staff elections in the EU Delegations will also take place shortly after: from 5-9 November 2018. It will be the first time in history that Generation 2004 sets up a list and run in the "Outside the Union" elections though, and we are very excited about taking this step.

Those who will be elected in both elections will represent the interests of staff recruited since 2004 and 2014 in various committees and working groups in the next 3 years.

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Fact checking

Save Europe's real position on mobility

In the Save Europe (SE) message of 26 September 2018 you will discover, that without this Trade Union there would be almost no actions related to mobility... SE has only 2 votes, yes 2 votes, out of 27 in the LSC Brussels, and only one of them voted for the Position of the Brussels Local Staff Committee regarding future of the mobility in Region Brussels-Capital: the perspective and recommendations of the Commission's staff. The other one [did not even bother to participate in the written procedure](#). Nevertheless, if you really would like to see the real position of SE on mobility just [watch this video at 36m30s](#).



However, what is at stake in these elections?

The Brexit date is approaching. The next election to the European Parliament will take place in May 2019. Eurosceptic forces might gain more seats in the next European Parliament. Those two events will most probably increase the pressure on the EU budget to look for savings. We hear already from some Member States that the administrative costs within the EU budget should be "scrutinised". Whatever this means! In autumn 2019 a new Commission will be established. According to the staff regulations the Commission shall, by 31 December 2020, submit a report to the European Parliament and to the Council about the

functioning of the staff regulations. Moreover, the so called "method" which ensures an automatic salary rise according to the inflation in a selected number of Member States will expire in 2023. Tough discussions to reform the "method" will certainly start well in advance. **All these aspects are likely lead to a revision of the staff regulations** which always meant in the past a worsening of our working conditions. **If worst comes to worst, you will need staff representatives who will defend your interests rather than the "acquired rights" of a caste of privilege officials who were recruited in the "good old days" of the Commission.**

Generation 2004 is more than ever motivated to fight against the raising precariat in the Commission and for the rights of staff recruited after May 1st 2004 and 2014.

Please spread the word among your colleagues that the next staff committee will play a crucial role in negotiating the conditions of a future staff reform.

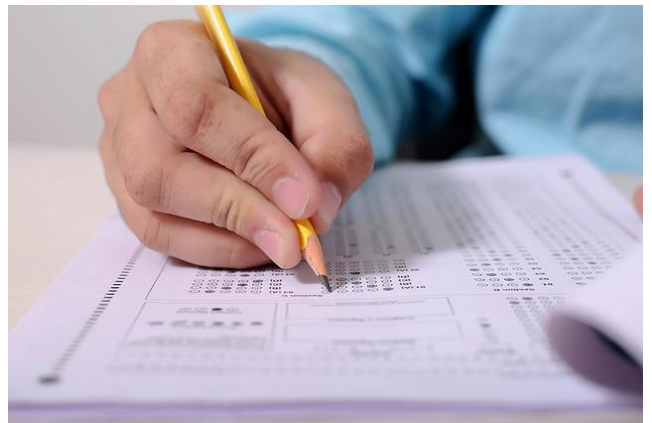
Give us your voice and let us become the strongest force in this process!

Some unions are already bombarding you with campaign messages, including messages entitled "Respecting Staff". Generation 2004 does respect staff, this is why we don't spam everyone with daily messages about our positions on this or that issue. We send our newsletter about once a month with the main news. We will circulate our campaign manifesto in October, you will find all you need to know there. And a few targeted messages during the official electoral campaign period. That's it! No need to fill your mailboxes with hundreds of messages!

Internal competitions 2018

Mid-September DG HR called the trade unions for a "social dialogue" on the planned internal competitions. We did not have the impression that we attended a dialogue but rather an info session about DG HR's plan to offer a platform for Cabinet members to find an easy way through an internal competition to become officials. This has unfortunately become a sad tradition that comes by every 5 years shortly before the end of each mandate of the Commission.

HR presented us the "biggest set of internal competitions the Commission ever published". The presentation was only made available to the representatives of Union Syndical Luxembourg, who have distributed it to all staff in Luxembourg.



The following competitions will be open to officials, temporary agents but also contract agents: AST/SC2, AST 2 and AD 6. (Applications to AD6 will be restricted to FG IV.)

An AST 4 competition will be open to AST temporary agents and officials.

The following competitions will be open to AD officials and temporary agents: AD 7, 8, 10 and 12 ("receiving" grades, in order to apply one has to be no more than 2 grades below the receiving grade, i.e. to apply to the AD10 competition, one has to be AD8 or AD9). There will be different domains to choose.

We had an intensive discussion about the number of laureates in each competition because it is in no way justified that, especially in those competitions open to AST's and contract agents, the number of laureates should be significantly lower than in the high grade AD competitions.

According to the staff regulations the number of recruitments via internal competitions cannot exceed 5% of the recruitments from the reserve lists of external competitions. The most recent internal competition for contract agents has

set up a list of AST/SC lauréats that cannot be recruited due to this restriction. This is the reason why the number of lauréats in internal competitions is in certain cases very limited.

Interestingly, DG HR partly justifies the competition as a way to "promote a better geographical balance in the higher grades". They are referring to their [geographical balance report issued last June](#) which showed that citizens from "new" Member States are under-represented in the AD9-AD12 grade bracket (not a surprise since the Commission deliberately recruited almost all EU12 administrators in the AD5 grade after the 2 enlargements, it takes many many years to get to AD9 if you start at AD5...). Against this backdrop, it is hard to understand why there is a competition open to become AD12 where only grades AD10 and AD11 may apply. Only about a quarter of AD10s are from "new" Member States. Less than 10% of AD11s are from "new" Member States. Conversely, there is no competition with AD9 as the receiving grades that would be of very high interest to AD7s. More than 50% of AD7s are from "new" Member States. Similarly, no competition to AD11 that would be of high interest to AD9s. More than 40% of AD9s are from "new" Member States. You can draw your own conclusions as to DG HR's commitment to restoring geographical balance in the AD9-AD12 grade bracket. The same applies to those who are citizens from "old" Member States but are in "new Member States" grades. They are "co-lateral" damage of DG HR's deliberate policy to keep away citizens from new Member States from reaching senior grades since 2004. We are in the same boat, the post-2004 boat...

The timetable is not yet decided, but we believe the competitions will probably be published in November/December 2018. In any case, Generation 2004 will keep you informed about any further news in this matter.

Now all want to own the Local Staff Committee success

In the framework of the upcoming elections you will be bombarded with e-mails by many Trade Unions (TU). Some of them have already started to take credit for the achievements of the Local Staff Committee Brussels (see our Fact checking box on the first page).

In a [recent article](#) we highlighted the reality of the engagement of other TUs to allow the Local Staff Committee (LSC) Brussels to operate smoothly... Out of 4.5 allocated secondments, 4 were assured by Generation 2004. For details on actual LSC meetings' attendance, you may also check the [table of presences of elected members during the last 3 years \(check page 48\)](#). We trust this may help you make up your mind before pushing the voting button.

The LSC represents over 22.000 colleagues (70 % of all staff of the European Commission) and it plays a fundamental role to protect our rights. It is **responsible for local aspects such as social actions, restaurants, leave, teleworking, health and safety, early childhood centers, quality of the working environment, outsourcing of services, security** etc.

Thus, it is **important that it is being well managed and it is vital to assure that it is being taken care.**

Generation 2004 for the last 3 years has proved that it stands to what it pledges. Since Generation 2004 members were elected LSC President (Łukasz Wardyn) and Secretary-General (Paola Pagliarulo) the local staff representation has been transformed enormously and upgraded as concerns its importance. The LSC was given back to the staff.

They revolutionized the way the LSC was working: including the introduction of an appropriate agenda. In addition, a full fledged communication strategy was introduced: re-branding of the LSC's logo (proposed and voted by the staff), a monthly regular newsletters, the LSC leaflet, a new website on MyIntraCom, a comprehensive guide for newcomers and their greeting during the welcome sessions, direct contact with staff during canteen visits and many other ways to communicate and promote the LSC's activities such as participation in Open Days.

Those efforts on both micro- and macro-levels brought sustainable change. We can mention the reform of the internal rules of the LSC, support to over 350 individual cases, boosting of commuting policy (conference, position papers, notes), care about environment (air, noise and plastic waste) and significant drop in the waiting lists in the nurseries and kindergartens as well as in afterschool facilities.

It is quite obvious, that Generation2004 would not be able to achieve it on its own, as we do not have the majority in the LSC, yet. We collaborated together with interested members of the LSC, provided arguments and negotiated with them. It is important to work together and to speak with one voice towards the Administration. Therefore the staff representation is of such importance for all of us. It needs to be kept in good hands and managed by those who care. Support us so we can continue our great job and do not allow it to be given back to those who have been abandoning it for decades.

GREENPEACE & Generation 2004

lunch-time conference on Air Quality

We all (with a few exceptions) know that we are living in a polluted world. We all (with few exceptions) know that we should do something about it. But what perhaps we don't know (with few exceptions) is that we need to do it now. No time to postpone our contribution to a clean air, to clean environment. We are at the point of almost no return and we need to act accordingly in order to leave a living planet to our kids and generations behind them.

In March 2018 Greenpeace Belgium presented a report called [Mijn lucht Mijn School](#) (My air My school) based on a 4-week study on the air in 222 Belgian schools. And with no surprise, the study indicates that the air our kids are breathing is quite bad. In fact, only 7 schools in Belgium are inside the so called "green zone" (good air quality, see table below), the rest of the schools are in the yellow, orange and light red zone. 5 Belgian schools are in the no go zone – not so many, but still a few. The EU normative on the NO₂ particles are set quite high, so one could claim that the majority of the schools have actually clean air, but this is not the case. Everything outside a green zone is already a [risk for the health](#).

Scholen met een concentratie	Straat (#)	Speelplaats (#)	Klas (#)
Boven > 40 µg/m ³	5	0	0
Tussen 30 µg/m ³ en 40 µg/m ³	29	19	0
Tussen 20 µg/m ³ en 30 µg/m ³	101	96	9
Tussen 10 µg/m ³ en 20 µg/m ³	76	95	98
Onder 10 µg/m ³	7	10	114

Tabel 2 Aantal scholen volgens omgerekend jaargemiddelde NO₂-concentratie, ingedeeld in 5 categorieën.

Based on these results, Generation2004 is seriously asking what are we breathing in the EC buildings and around (knowing that it is the same air surrounding the schools). We are wondering what is the quality of the air in Luxembourg, Ispra, Karlsruhe, Sevilla and all over the world where our colleagues and families are living. We hope that the EC will carry out a thorough study as soon as possible and not be behind the staff associations/groups on that field.



Our step to actively try to find good solutions to real environmental problems touching us all was a lunch-time event hosted by Generation2004, together with Greenpeace Belgium, in front of a full Grande Salle of the CCP Brussels. Let us be clear: there is no way we can change some of our habits overnight. However, perhaps with some proper planning, we can start taking some small steps to contribute to the end goal: **clean air**. Why not with better, greener transport, especially public transport? Why not with environmentally-friendlier buses for our children who commute to schools? As we know, and it was confirmed in the conference, the Parents' Associations of the EU schools in Brussels are already committed to do so; however, they are faced with an almost empty market, with near to 0 providers for the so called "green buses". And when talking about this, let us not forget that this would mean to turn "green" hundreds of buses to meet the transport needs of our kids to and from the European Schools in Brussels. Well, perhaps we would not need so many if we were to apply the geographical criteria to the enrolment procedure in the European schools, as mentioned during the

conference. That would definitely be something to consider, as according to the current practice some kids are commuting in (dirty) diesel buses from their place to a European School on the other side of the city – although they literally live in front of another European school offering the same language section.

Another option mentioned was the (soon to come) ban on sale of new diesel cars and (a little bit later) ban of all petrol engines cars. Looks like we all will need to go electric: not cheap at the moment, but most probably a fact for all motorists in the future. Closure of the streets for motorists are already the reality in many European cities and Brussels is no exception in this respect. New documents on mobility are published almost on a daily basis, some measures already implemented (more bikes, electronic cars, financial support to public transport tickets, etc.) and the EC is no

exception in that. Our colleagues can definitely see this in their daily commuting. The recent opening of the electric car parking in EC Madou building is a living proof. However, despite all these efforts, we need to do more. For some this will not be a very short term pleasant experience, but we need to look beyond that.

At the end of the day remember: **All we need is clean air that we breathe.**

For Commission staff outside the Union

Members of Generation 2004 have visited the following EU Delegations to listen to colleagues' specific needs and concerns:

Kiev: 14 September 2018

Tirana: 24 September 2018

Skopje: 25-26 September 2018

Belgrade: 27-28 September 2018

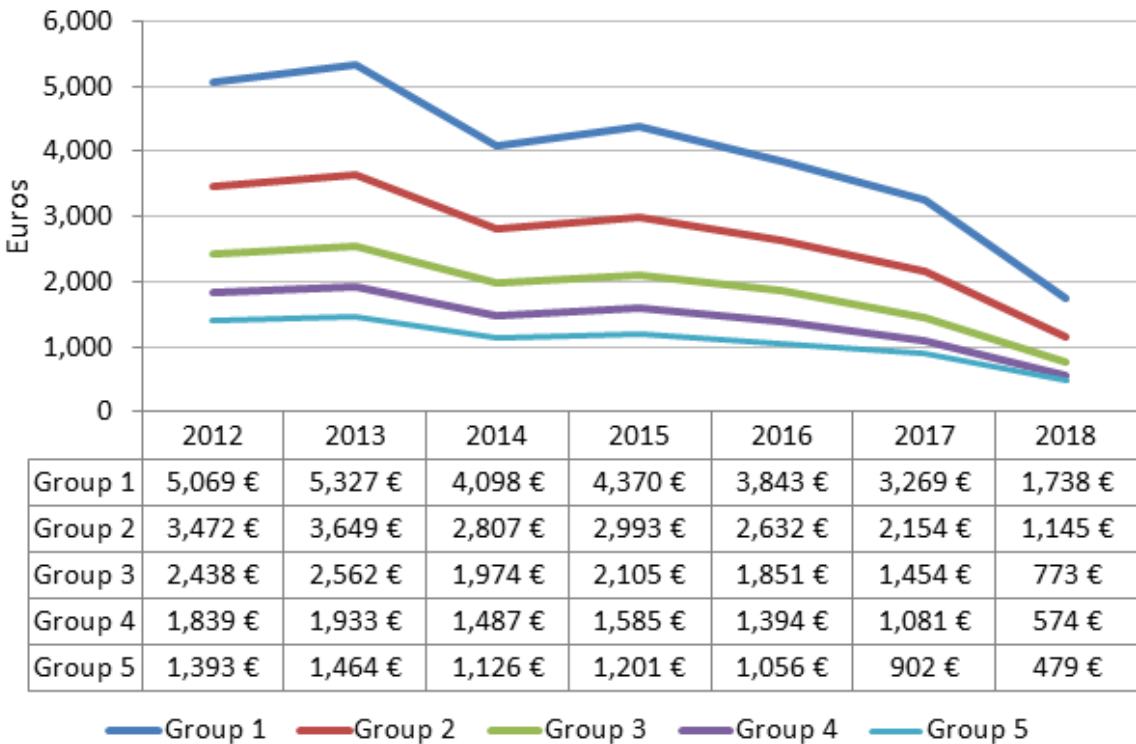
Ankara: 27-28 September 2018

Salaries paid in currencies other than Euros in Delegations

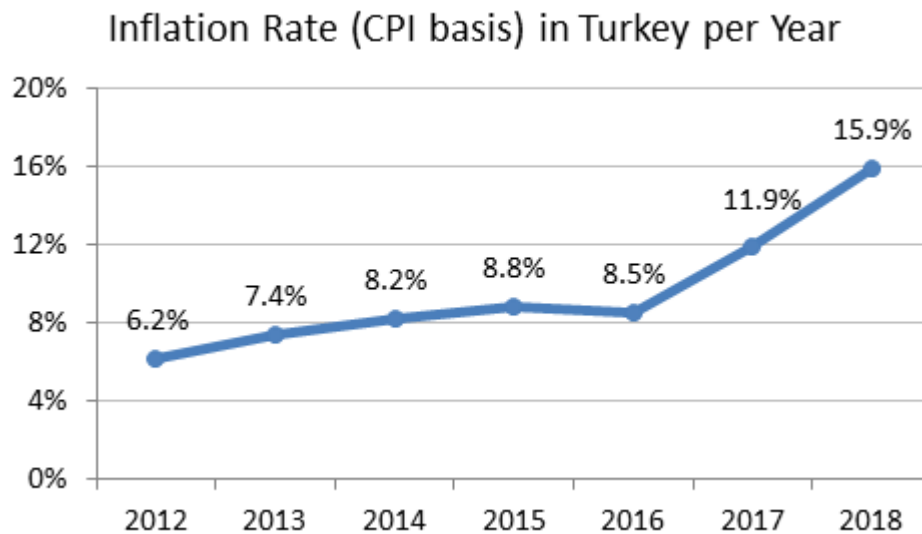
Salaries of Local Agents in EU delegations are paid either in euros or in the local currency. The decision as to which currency is used is not always fully transparent and can lead to serious problems. In Turkey, for instance, the situation of Local Agents has become very difficult because of the massive drop in the Turkish Lira/Euro exchange rate in the past few months:



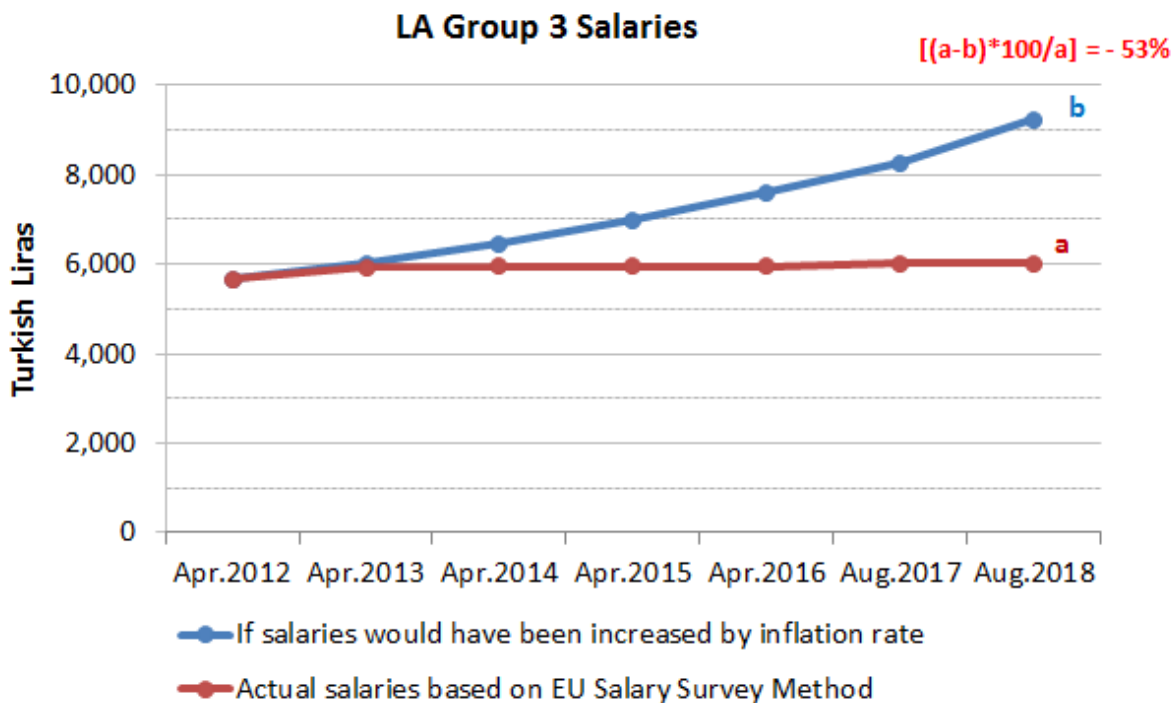
Deterioration of LA Salaries in Euro Terms



Combined with high inflation, this drop resulted in a drastic loss of purchasing power:



Local companies try to adjust salaries to take into account high inflation. The EU institutions, on the other hand, apply the same salary increase everywhere, according to the EU salary survey method. This results in salary adjustments that are totally disconnected from Turkish inflation. As a result, Local Agents in Turkey have lost more than 50% in purchasing power since 2012.



[Generation 2004 has alerted the Commission \(DG NEAR\) and the External Action Service.](#) It seems to us that the easiest fix to the kind of problems faced by the Local Agents in Turkey would be to offer them the choice of being paid in Euros. This is already the case in a number of delegations, including in delegations rather far from the EU like Afghanistan and also Belgrade, for instance.

If you are aware of similar situations in other EU delegations, please [let us know](#) and we will follow-up with the administration in your Delegation, at central level with the DG in charge of the Delegation and with DG HR.

New Commission building

The Commission has launched an [international architectural competition](#) for a new building around the area where DG AGRI is currently located, the “L130” competition. The EU Cyclist Group is organising an interesting survey to ask what the staff expects from this new building. You should fill it!

You can choose between 3 options:

- A car-free building
- A building where the overall building generates zero emissions overall (which presumably implies no cars with combustion engines but allows for electric/fuel cell cars).
- A business-as-usual building with access to cars according to the rules in place in the Brussels region

You may find more information and will be able to vote at the [EUCG website](#).

CO2 emissions

Many of us strive to reduce our CO₂ emissions, including those of us who walk to work and the 2000+ members of the EU Cycling Group (more details [here](#)). One area where employees of the institutions can probably make progress is the CO₂ emissions caused by flying. Many of us being expats and because we work for a central administration that serve the needs of (almost) an entire continent, we tend to travel more than the average European. Much of this travelling occurs via airplanes, both for professional and for private reasons. We also receive many visitors that come to meet us or to meetings that we organise in the institutions. The rule of thumb is that travelling by airplane emits, for each passenger, about as much CO₂ as travelling alone in a private car.

Among alternative transportation means, the train is the only one that is relatively clean as far as CO₂ is concerned. It thus makes sense to ask 2 questions:

- Is Brussels' geographical location ideal to minimise CO₂ emissions through the more intensive use of trains, even after Brexit which will shift eastward the centre of gravity of the EU?
- Can the train be a reasonable alternative to flying?

The answer to the first question is rather surprising: Brussels, despite being "relegated to" the western edge of the Union after the UK leaves, remains a rather central location as far as trains are concerned.

To quantify this, we have computed travelling times by train between the [EU metropolitan areas larger than 1 million people in the EU](#) (UK cities excluded) and 5 main train hubs, Brussels included. [A rough indication of travel time](#) is given by the website of the Eurail travel passes, which are being offered free (?) to thousand young Europeans since this year. A more accurate indication is given by the trainline.eu website, which ironically is operated by a British company. We have subjectively looked at travel times for 11 September, departing after 8 am, shown in the table on the next page for 5 major train hubs:



Metropolitan area name	Population in million inhabitants	Travel time in hours				
		Brussels	Paris	Frankfurt	Munich	Lyon
Paris metropolitan area	12,19	1:30	0:00	3:38	5:30	2:00
Madrid metropolitan area	6,48	12:02	10:30	15:06	17:33	8:45
Barcelona metropolitan area	5,47	8:51	6:27	11:38	14:05	5:15
Berlin	5,21	6:41	8:20	3:53	4:28	10:09
Ruhr area	5,12	3:16	5:21	3:40	5:27	5:27
Rome metropolitan area	4,35	12:52	10:24	10:54	8:54	8:57
Milan metropolitan area	4,32	9:37	7:09	7:34	7:30	5:15
Hamburg Metropolitan Region	3,28	6:21	8:01	3:37	5:48	9:35
Marseille	3,10	5:08	3:18	7:41	10:18	1:41
Budapest metropolitan area	3,00	13:37	13:39	10:00	6:49	16:42
Munich	2,88	6:40	8:58	3:11	0:00	8:30
Vienna	2,81	10:20	10:35	6:24	4:00	12:30
Stuttgart Metropolitan Region	2,76	4:10	3:09	1:18	2:12	3:45
Amsterdam metropolitan area	2,73	1:50	3:18	3:59	7:36	6:15
Frankfurt/Rhine-Main Region	2,67	3:10	3:38	0:00	3:17	5:53
Prague	2,62	10:57	11:36	6:01	4:40	13:57
Lille–Kortrijk–Tournai	2,61	0:34	0:55	4:39	7:20	3:00
Brussels-Capital Region	2,51	0:00	1:30	3:10	6:20	3:20
Turin metropolitan area	2,28	8:05	5:37	8:49	8:21	3:53
Rhein-Süd (Cologne - Bonn)	1,99	1:47	3:22	1:04	4:36	6:11
Lyon	1,86	3:20	2:00	5:53	8:30	0:00
Rhein-Nord (Düsseldorf - Neuss)	1,55	2:12	03:47	1:26	4:49	6:49
Rotterdam	1,45	1:10	2:38	4:28	8:00	5:28
Nuremberg Metropolitan Region	1,33	5:34	6:30	2:04	1:05	8:27
Bremen	1,27	5:48	7:23	5:34	5:53	9:50
Zagreb	1,24	14:38	21:05	11:07	8:34	17:41
Nice	1,08	7:52	5:44	11:00	13:20	4:35
Antwerp	1,04	0:35	2:03	3:53	8:30	4:53
Total:	89,20	168:37	176:57	161:41	193:25	198:43

Besides Brussels, the 4 other hubs were selected for the following reasons:

Paris for France and Frankfurt for Germany, the two countries that host the biggest [high speed rail networks in Europe](#) (Spain is catching up); in addition, Munich because it hooks the German network to the East of the continent, Lyon because it hooks the French network to the South of the continent.

Other hubs could have been selected with probably little differences (e.g. some other German cities). Some hubs were clearly not central, so we did not compare them to Brussels (e.g. Barcelona).

The connected metropolitan areas were selected if they complied with the following 2 criteria:

- ⇒ areas of more than 1 million inhabitants to reflect the fact that we tend to travel to big cities rather than to small places.
- ⇒ areas that connect to at least one of the 5 hubs in less than 9 hours, which leaves out the East of the continent, Scandinavia, Portugal and some cities in Spain and Italy. The idea is that one would not spend more than 9 hours on a train to go somewhere (initially, we used an 8 hour ceiling – one standard working day – but eventually we raised it to 9 hours because otherwise Madrid and Rome, 2 of the largest EU capital cities, would have been left out. This also allowed Zagreb, another capital city, to join the list).

A western bias is apparent in the list of connected cities. It simply reflects the fact that the train network is rather poor in the east of the continent and Scandinavia suffers from the poor connection between Germany and Copenhagen. Nevertheless, the list of connected cities represents 89 million people out of 128 million people living in areas of more than 1 million inhabitants in the EU27 (the west has a better rail network but it is also more densely populated).

The table above shows the population of each connected area and the fastest travel time by train between these areas and the 5 selected hubs. The row at the bottom shows the cumulated travel time if 5 teams of 27 people were to undertake all 27 one-way trips at the same time starting from each one of the 5 hubs.

And the winner is! Frankfurt with 161 hours cumulated time. Interestingly, Brussels is close behind with 168 hours of cumulated time, only 4% more than Frankfurt.

One might argue that the calculation above is biased because there are more large cities in Germany but no huge metropolitan area. We thus redid the calculation with a hypothetical weighted travel time which multiplies the actual travel time by the population of the area divided by the total population in the sample (89 million people) and multiplied by 28 (so we have a time that is more or less comparable to the real time). The second calculation thus gives a bonus to connections to big cities.

Metropolitan area name	Population in million inhabitants	Travel time in hours				
		Brussels	Paris	Frankfurt	Munich	Lyon
Paris metropolitan area	12,19	5:44	0:00	13:54	21:03	7:39
Madrid metropolitan area	6,48	24:27	21:20	30:41	35:40	17:47
Barcelona metropolitan area	5,47	15:12	11:05	19:59	24:12	9:01
Berlin	5,21	10:55	13:37	6:20	7:18	16:35
Ruhr area	5,12	5:14	8:35	5:53	8:45	8:45
Rome metropolitan area	4,35	17:35	14:12	14:53	12:09	12:13
Milan metropolitan area	4,32	13:01	9:41	10:15	10:09	7:06
Hamburg Metropolitan Region	3,28	6:32	8:15	3:43	5:58	9:52
Marseille	3,10	4:59	3:12	7:28	10:01	1:38
Budapest metropolitan area	3,00	12:49	12:51	9:25	6:25	15:43
Munich	2,88	6:01	8:06	2:52	0:00	7:40
Vienna	2,81	9:07	9:20	5:38	3:31	11:01
Stuttgart Metropolitan Region	2,76	3:36	2:43	1:07	1:54	3:14
Amsterdam metropolitan area	2,73	1:34	2:49	3:24	6:30	5:21
Frankfurt/Rhine-Main Region	2,67	2:39	3:02	0:00	2:45	4:55
Prague	2,62	9:00	9:32	4:56	3:50	11:28
Lille–Kortrijk–Tournai	2,61	0:27	0:45	3:48	6:00	2:27
Brussels-Capital Region	2,51	0:00	1:11	2:29	4:59	2:37
Turin metropolitan area	2,28	5:46	4:00	6:18	5:58	2:46
Rhein-Süd (Cologne - Bonn)	1,99	1:06	2:06	0:39	2:52	3:51
Lyon	1,86	1:56	1:10	3:26	4:57	0:00
Rhein-Nord (Düsseldorf - Neuss)	1,55	1:04	1:50	0:41	2:20	3:18
Rotterdam	1,45	0:31	1:11	2:01	3:37	2:28
Nuremberg Metropolitan Region	1,33	2:19	2:43	0:51	0:27	3:32
Bremen	1,27	2:18	2:56	2:13	2:20	3:55
Zagreb	1,24	5:42	8:13	4:20	3:20	6:54
Nice	1,08	2:40	1:56	3:44	4:31	1:33
Antwerp	1,04	0:11	0:40	1:16	2:46	1:35
Total	89,20	172:39	167:12	172:28	204:29	185:07

Now, the winner is Paris at 167 (fictitious) weighted cumulated hours. Here again Brussels finishes second, in a tie with Frankfurt at 172 hours.

The surprising conclusion of these calculations is that **Brussels, despite Brexit, remains a very central location with respect to the train network in Europe**, possibly the best location. Thus, Brussels is well located to minimise our CO₂ emissions by taking the train as often as possible instead of flying. Luxembourg, from a purely geographical point of view could be an even better location (but it does not appear in this calculation since with less than 600 thousand inhabitants it does not make it to the Eurostat list of metropolitan areas). However, the slow train connections to Belgium, France (other than Paris) and Germany. Milan (closest city to Ispra) does appear as one of the connected cities but was not retained as a hub because of its lack of centrality.

With respect to the question as to whether the train can be a credible alternative to flying, the answer is yes. In the first table above, 11 areas comprising about 44 million people connect to Brussels within about 5 hours (5 hours is competitive with Ryanair flights departing from Charleroi, shuttle time taken into account). 19 areas comprising 67 million people connect to Brussels within about 8 hours.

As far as our personal trips are concerned, we can always make the choice of taking the train, even if it is a bit slower than flying. As far as our professional trips are concerned, it is more difficult. Because our *per diem* is calculated according to the number of hours spent on mission, prospective train travellers will quickly be accused of travelling by train in order to increase their *per diem*. Moreover, train tickets can be more costly than plane tickets (because kerosene is tax-free despite its huge environmental impact, a typical example of an environmentally harmful subsidy).

One way around this problem would be to introduce a fictitious carbon tax in the OBT tool that estimates the cost of an airplane ticket. Carbon price in the EU emission trading scheme is still low (around €17/ton at the time of writing this article) despite recent improvements. More ambitious policies have set a [price of carbon at €100/ton](#). If the fictitious carbon tax was set to that level, many train trips would become competitive in the OBT tool and we would be allowed to select them for our missions. Maybe it is time to revise the mobility policy of the institutions. The institutions should lead by example, shouldn't they?

...and finally

G2004 message song of the month (with kind permission) – lean back, turn up the volume click [here](#)

Got any ideas for the G2004 newsletter? [Send](#) them along (with "Newsletter" in subject), together with any letters, articles, poems, comics and any other assorted forms of expression.

If you identify with what you have read, and share our objectives, **please give us your support TANGIBLY by becoming a member.** [Click here](#)

Whilst **Generation 2004** is the home of **EVERYONE** who believes in equality, justice and solidarity, it is

✓ **the natural home of ALL staff recruited after 01 May 2004**

and de facto,

✓ **the natural home of ALL staff recruited from the "new" (2004+) Member States**

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