



COMMISSION EUROPÉENNE

DIRECTION GENERALE DE

Direction

Contribution report – staff on secondment

CONTRIBUTION DETAILS

[Please type only in the boxes]

Period of contribution

Period of the contribution:

If the period is less than a full calendar year, please indicate the reason for this (e.g. the author of the contribution or the jobholder was not in post for part of the year):

Author of contribution

Host department:	Against Child Trafficking
Surname, First name:	<i>Dohle Arun</i>
Function:	<i>Executive Director</i>

PERSONAL DETAILS OF THE JOBHOLDER

First name:	Roelie
Surname:	POST
Personnel No:	
Function group + Grade:	AST
Office address:	
Tel.:	
Place of employment:	Brussels

3. CONTRIBUTION TO QUALITATIVE ASSESSMENT OF THE PERIOD

Efficiency

What were the main achievements of the past year for the jobholder?

Ms. Post continued her work on children's rights.

She also supported and advised parents residing in the UK, who are victims of forced adoption. She wrote a clear briefing that was hand-delivered to the President of Latvia. Since then the Latvian Presidency has taken it upon them to support a Latvian mother whose child is in process of being forcibly adopted in the UK.

She monitored closely the "Adoption Lobby's" activities. She briefed the Secretary General of the European Commission and the ELARG Cabinet about these developments (Note for the File).

As part of the monitoring of adoption policies worldwide, Ms Post documented new developments in the Western Balkans (Serbia, Montenegro). As expected (see Contribution 2013) intercountry adoptions are now on the increase because of the Commission's biased interpretation of international child rights conventions.

Ms. Post continued to give policy advice to our team and provided background material to the media. She was interviewed several times.

However, a lot of time needed to be spend on her pending re-integration. She had a meeting with DG Human Resources and DG Elarg. She applied for a post in the Child Rights' Division of DG JUST. Despite her qualifications and experience, and in contradiction with the external mobility rules, she was not awarded the job.

While working on her reintegration, the intimidations took another turn. While intimidations have come in different shapes, clear patterns can be seen. In May 2014 the same intimidations took place as in 2004/2005 – by the same person. This was reported to the Police and the Elarg Cabinet.

Notwithstanding this, Mrs. Post was as usual a great part of our team. Much time was devoted to the transfer of knowledge into our organisation.

Explain the circumstances that contributed to these achievements (or made them more difficult) and the context

Ms. Post suffered extremely. The biggest achievement is that she survived. The whole situation of the secondment and the situation became literally unbearable. Those involved in her work, including myself, several times feared for her life. The fact that the EU Commission made a 180 degrees U-Turn on children's rights, and the fact that those who organised the secondment contract within the European Commission had broken off contact with Ms. Post – combined with the ending of the secondment contract - put Ms Post under extreme pressure. The external intimidations she earlier faced, also had started again.

At the end it resulted as well in the fact that I lodged several complaints with OLAF reg. the secondment as such, the fraud with EU Funds, the non-respect of the acquis, the failure to act.

Broadly, the circumstances are that we seem to deal here with white collar crime. Human trafficking in general, and child trafficking for intercountry adoption in particular, is part of organised crime.

Describe the impact of these achievements (How did the job-holder's achievements contribute to the goals of the organisation?)

Mrs. Post holds a wealth of knowledge and experience. Her experience during to the time of Romania's accession in relation to adoption, child trafficking and child rights is extraordinary. The results in Romania are evaluated positively in scientific papers. The adoption law in Romania still stands, despite heavy lobby efforts (partially financed by the EU Commission).

The experience Mrs. Post has as civil servant, gave our organisation an insight into the politics of intercountry adoptions and into the functioning of the EU institutions. This enhanced our capacity to ACT Against Child Trafficking.

For example, ACT has last year alerted DG Elarg to the increased adoptions from Montenegro and Serbia.

If there were significant goals that were not achieved, what could have been done differently to achieve a different result (if anything)?

The main goal of stopping the business/market in children has been partly addressed. The work of Mrs Post, based mainly on the Independent Panel of EU Family Law Expert's opinion during her work on Romania's accession, has helped in increasing awareness and understanding of children's rights. It has without doubt played an important part in bringing down the numbers of intercountry adoption worldwide (70 % decrease since 2004).

The goal to extend the successful reform of the Romanian child protection reform – that should have served as a model for the region – could not be achieved. This could only have been achieved if Mrs. Post would have been allowed to continue working on children's rights after her successful Romania job.

Since then the built up know-how was wilfully ignored by the EU Commission.

It is, and would have been, simple. The issue had to just be put on the table. The opinion of the independent panel is crucial and should have never been shoved under the carpet. The EU Commission had no business in forcing new accession countries into implementing a Hague compliant adoption system. Under the Hague system, adoption proponents have changed the interpretation of the UN Convention on the Rights of the Child – and are now forcing the implementation of "integrated child protection systems" that include intercountry adoption as a general measure of child protection.

Till date it's not too late for the COM to set the record straight. But failure to do so will in the long run turn out to be disastrous for the whole of Europe. The first results are already visible: Bulgaria, Montenegro, Serbia, Latvia, Poland are the new growth countries. The Balkans are the main target, for the moment. However, the parties with vested interests in the availability of children for adoption are extending their work also into the old EU Member States. This is done under the flag of the "De-Institutionalisation (DI)". The DI campaign is the "adoption lobby" in disguise.

Ability

During the past year, how has the jobholder demonstrated the following competencies?

Analysis & problem-solving

I personally have worked very closely with Mrs. Post. Her analysing capacity is just brilliant. The problems we are faced with, are, however, unsolvable at our level.

Communicating

In the last years Mrs. Post demonstrated that she is capable of handling all of ACT's PR in an extraordinary manner.

During January/June she gave several interviews to the media. One of these productions I personally work on and am now reviewing the interviews in detail. The interviews reconfirm Mrs. Post's excellent communication skills, especially her precision and logical way of explaining.

Delivering quality & results

It seems the whole secondment was meant to incapacitate Mrs. Post to deliver “results”. She could have contributed to even better results, when she would have been allowed to work inside the EU Commission.

The NGO that was set up to accommodate Mrs. Post's removal from within the EU Commission, as a result, greatly benefitted from her excellent work. Over the years there were many results. DG JUST's initiative for a European Adoption Policy was stopped due to ACT's interference. The EP Petition of Amici dei Bambini was closed down by unanimous vote due to ACT's briefings. The Montenegro Unicef project did not get prolonged. Etc. Etc. Unfortunately these "results" are all negative – stopping of vested interests. While Mrs Post has proven on the Romania job that her strongest side is the building up of positive developments (reform of child protection, for example)

Prioritising & organising

Mrs. Post always prioritized her life in the interest of the services. She has a very good intuition for what is urgent and what can wait. Very well organised and excellent record keeping.

Resilience

As described above, Mrs. Post is very resilient. She somehow survived the continuous moral harassment.

What were the jobholder's strong points? How could the jobholder improve?

(More information on these competencies in the attachment of this document)

Mrs. Post is extremely talented and has many skills. She types faster than one can speak, she can create a team atmosphere and spirit. She is dedicated and can very well understand complex situations and develop adequate responses.

The strongest point now of Mrs. Post is her knowledge in the field of child trafficking, adoption and child rights.

She has built for ACT an extensive database which can be used by the EU Commission, human rights defenders & media.

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Conduct

How effectively has the jobholder worked with other people in the past year, inside the organisation and outside?

For 7 years Mrs. Post had direct interactions with victims of trafficking, was crucial in unearthing adoption rackets and prosecuting traffickers. Also many interactions with the media worldwide.

Several people from inside and outside ACT have written to the EU Commission to express their appreciation for the work of Mrs. Post.

Languages

What languages does the jobholder use at work? What is his/her level of competence? Is one of them his/her mother tongue?

(More information on the Common European Framework of Reference for Languages in the attachment of this document)

Dutch (mother tongue)

French

English

German

Romanian

Italian (reading)

Spanish (reading)

Danish (reading)

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Responsibilities

What type of responsibility did the jobholder accept during the past year (e.g. decision-making, financial responsibility, staff management, representation of the organisation)? What level of responsibility does s/he have?

Overall management, financial responsibility, staff management, documentation and representation. She was the key person in all areas.

If applicable, how has the jobholder demonstrated the competency of leadership in the past year?

(More information on the Leadership competency in the attachment of this document)

In the past year due to the nature of the secondment and the moral harassment, Mrs Post couldn't lead much anymore.

But the spirit, knowledge, experience she instilled in all of us, enables us to continue the fight for child rights and against child trafficking.

Learning

What did the jobholder learn last year and how beneficial was the training they followed?

What do you think would be important for the jobholder to learn in the future?

The formal career development of Mrs. Post ought to be repaired.

During the past year, how has the jobholder demonstrated the competency of learning and development? (What efforts has s/he made to improve skills & knowledge and what impact did this have on his/her work)?

Ms. Post continuously learns by pro-actively keeping up with all news, publications and developments. She provided assistance to, and held intense discussions, with several scholars, PhD students.

(More information on the Learning and development competency in the attachment of this document)



General comment

What key message would you like to pass to the jobholder, in one sentence?

She is an excellent colleague and boss. I wish her lots of strength and hope for the best... a "normal" life, where here achievements will be acknowledged.

Is there anything else that you would find essential to add, which has not been covered by the other sections of the report?

We are aware of the way the reinstatement has been done, in violation of the external mobility rules. Until now the experience and knowledge Mrs Post gained from our team, during the extraordinary long secondment is not at all being used by the EU Commission. I consider this fraud with EU taxpayers money.

We sincerely hope, in fact expect, that the EU Commission acknowledges the issue of child trafficking for adoption.

