S6 interview transcript

Mod: maybe we’ll start with your experience. Could you tell me a little bit more about your experience in working in an NGO environment?

S6: You mean (.) all my previous experiences? @

Mod: erm you don’t have to very detailed but I’d like you just tell me a little bit more about your work background and (.)

S6: So I have worked for NGOs my whole career which is now about a bit more than 30 years. (clears the throat)

Mod: mhm

S6: Erm: at different levels, so. Most of the time I worked erm within Belgium

Mod: mhm

S6: either for the Flemish organizations or with Greenpeace for the national organizations, just saying because language-wise this is relevant

Mod: mhm

S6: because it’s different environment. Erm And I worked for a European Human Rights organization before Mod: mhm

S6: and then now here at the European level and I worked for Greenpeace international which wasn’t in completely an international (.)

Mod: mhm

S6: position.

Mod: mhm

S6: So.

Mod: and then you joined CAN

S6: yeah. Yeah, but I mean I’m just saying this is not a chronological order/ of my career

Mod: /yeah, yeah, yeah

S6: /I’m just saying that I worked in NGOs er

Mod: different levels

S6: at both at at national level and the European level, international levels

Mod: yeah, so similar to what S5 said with his experience. So we had an interesting discussion about how (.) for instance he sort of dealt with erm different (.) erm organizations on a national level so there’s like more of er goose er grass roots

S6: mhm

Mod: erm so that was also interesting. And now erm I have to ask that question. Could you describe me your role in CAN Secretariat? Tell me a little bit more about (.)

S6: it’s difficult to (.) describe

Mod: mhm

S6: so (.) my role is to coordinate and:

Mod: mhm

S6: as such I coordinate both the, let’s say, the administrative and logistic/

Mod: mhm

S6: /part of the office.

Mod: mhm

S6: I coordinate the er the policy work we do.

Mod: mhm

S6: In particular trying to do that on the more high level er contacts?

Mod: mhm

S6: And I coordinate the found rising

Mod: mhm

S6: which is taking a lot of my time.

Mod: do you ever contact member organizations?

S6: yes,

Mod: in any of your roles?

S6: yes.

Mod: mhm and (.)

S6: Err it’s probably more that they contact me than that I , I actively reach out but

Mod: mhm

S6: I mean I I communicate to the network through the different mailing lists, and so on

Mod: mhm

S6: so I think everybody can see that err

Mod: mhm

S6: and again in (.) a number of cases when we develop a POLICY positions when they are a bit more controversial, I will take (.)

Mod: mhm

S6: the leadership role, so then I of course I get the communication.

Mod: mhm

S6: And at the GA (General Assembly) and so on and so on

Mod: so you tr-

S6: And I KNOW, I mean I would say that (.) probably (.) half of our GA I knew before I started working here

Mod: mhm, you mean the organizations or people?

S6: well, the organizations definitely but also many of the people. I mean

Mod: /mhm

S6: /of course there’s lot of changes but I would say in in many of the organizations I know people from before

Mod: mhm

S6: working for CAN Europe, so it’s different kind of relationships.

Mod: and that actually comes from your experience I guess?

S6: That comes from the fact that I’ve been (.)

Mod: mhm, yeah

S6: working around for such a long time.

Mod: so you know quite a lot about the whole environment of NGOs? You know how they work

S6: yes

Mod: erm OK so since we started talking about the communication erm, could you tell me a little bit more about er what kinds of communication do you engage erm within the network?

S6: (.) I would say that all: kinds that are available

Mod: mhm

S6: which means erm (.) email

Mod: yeah

S6: mailing lists I mean all those kind of instruments that are a bit (.)

Mod: mhm

S6: easier to do (again I need time) err I have (.) not so often (.) to phone, that’s but it happens, but I’m not somebody who uses my phone a lot.

Mod: mhm

S6: Erm and then meeting both face-to face meetings

Mod: mhm

S6: and as: conference calls video conferences

Mod: mhm

S6: erm I don’t have much (.) informal contacts,

Mod: mhm

S6: because I mean I don’t engage in the Europeans here in Brussels

Mod: mhm

S6: and for the rest it’s difficult I don’t have informal contacts with the members when there are a couple of thousand

Mod: mhm, yeah

S6: even if it’ s from here, except of course at the: er UN Climate Change Negotiations.

Mod: mhm so that’s difficult?

S6: But I I am MUCH less present there than I:

Mod: mhm

S6: was in especially in my previous job in Greenpeace,

Mod: mhm

S6: or in the beginning when I was with CAN because that was the kind of because that was I’ve been doing that for four years.

Mod: mhm, mhm

S6: er so I knew a bit more on that, but now I try, I mean I let SX and S7

Mod: mhm so (.)/

S6: /and other people in the office

Mod: I was actually wondering how it all started. Do you know how CAN [7.02.590] was set up? Because I know you weren’t the (.) first/

S6: /I wasn’t aroun- I wasn’t around er

Mod: yeah

S6: because CAN was established

Mod: mhm

S6: a bit more than 25 years ago

Mod: 1991 was it? Or (.)

S6: 1989 actually/

Mod: OK

S6: and so what happened was (.) erm (clicks the tongue) the: couple of organizations including the world of meteorological organizations

Mod: mhm

S6: started to look at climate change issue and somehow I don’t exactly know the details of that process within the UN it was agreed that er (.) the UN should try to set up a convention on climate change

Mod: mhm

S6: and so at the very START of that discussion in the UN couple of NGO people that were dealing with climate change:

Mod: mhm

S6: but in (preliminary) at that moment (.) felt that it would be good to look at how can we cooperate

Mod: mhm

S6: to ensure that we have er NGO voice during that negotiation process. And that’s how CAN

Mod: mhm

S6: got established. Erm bit, a bit at different places at the same time. So because CAN was first established at the ra- national regional level

Mod: mhm

S6: and only later on it got then

Mod: to international

S6: a k- an international organization

Mod: mhm

S6: because I think first it was called Climate Network Europe that was the first name/

Mod: so it started with Europe? European level?

S6: well it started in Europe and it started I think in South- South Asia,

Mod: mhm

S6: South-East Asia and then probably in the US you have. Because a lot of these NGOs were Greenpeace and WWF

Mod: mhm

S6: and so on so they did the same initiative in different (.)

Mod: parts of the world

S6: places of the world

Mod: mhm

S6: but it wasn’t a worldwide thing at the beginning

Mod: ah OK

S6: but it quickly went into that because it’s of course international negotiations

Mod: yeah, yeah, yes. OK so now we’re getting into the core. Have you ever had problems communicating something across (.) to the members?

S6: er (.) I definitely have but

Mod: mhm

S6: but I’m not immediately thinking of SPECIFIC examples

Mod: mhm

S6: but I mean there are cases where where you know that the tool is the tool is not necessarily the most efficient? Because a lot of the communication is through email and that’s (.)

Mod: mhm

S6: communication tool that doesn’t (.)

Mod: always work,

S6: well yeah. That doesn’t always work because people have too many emails (.)

Mod: mhm

S6: er don’t read too much, don’t necessarily see the essence

Mod: mhm

S6: se- see it too late so on and so on. So I think that’s one problem with the communication. Er and second the obviously (.) er both in CAN Europe as in other (movements) it’s clear that language is a barrier and there are people

Mod: mhm

S6: in (.) in this part of the world for whom English is not the most (.)

Mod: mhm

S6: natural way of communicating, in particular people from Southern Europe er (.)

Mod: mhm

S6: have a barrier there but also lots of people from Eastern Europe and if, you’re looking world-wide erm (.) like Japanese and Chinese people and so on

Mod: mhm

S6: it’s a very limited amount of people (.) that (.) that know English in (.)

Mod: mhm

S6: even while ev- MUCH, MUCH more than in CAN Europe in CAN International ENGLISH IS the only language that is

Mod: mhm

S6: and so if you want to be part of the international network

Mod: mhm

S6: you have to be able to speak English which means that for certain parts of Africa, certain parts of Latin America, certain parts of Asia (.) there is not much participation, because/

Mod:/ mhm

S6: people just (.) I mean they can’t read the messages. And even IF they are good enough to READ it they would not dare to reply because they don’t feel (.)

Mod: confident?

S6: well confident enough. That’s another odd barrier specifically related to email

Mod: mhm

S6: is that in a meeting that definitely if it’s a small meeting, you can still feel that well

Mod: mhm

S6: my English is not perfect but I can speak it. But if you (very) if you lacking confidence about the way you WRITE English

Mod: mhm

S6: because I mean, in writing is much more obvious that there’s a problem.

Mod: mhm

S6: I think many people don’t write because of that.

Mod: mhm

S6: And therefore er email communication is limited.

Mod: as well, yeah. So now we’re actually getting to the core of the interview and I’d like you to now think before the time that we had a discussion about the focus group and what the people said (.)

S6: uhm

Mod: or before even I came erm to: to do my study over here. Could you tell me what you think the role of languages is in organizations like CAN Europe? And I mean organization in the sense of the/

S6: /the network

Mod: network [11;40.642] yes

S6: (.) language

Mod: so what’s your, what’s your opinion in general about (.)

S6: well language is how you communicate with each other

Mod: mhm

S6: yeah? (.) and so: (.) if you look at it from a (.) very holistic perspective (.)

Mod: mhm

S6: it’s er people are looking for a language that (.) both of them understand

Mod: yeah

S6: so the the Sender and the receiver in order to have a communication (.) [a person entered the room and greeted us in French: Bonjour]

S6: erm: (.) and (.) OVERTIME, this has clearly become English

Mod: mhm, yeah

S6: and it kind of (.) accepted and never questioned.

Mod: mhm

S6: I mean, I I still remember. It’s a different, it’s a different environment but I still remember the time when (.) the (.) EU was only: twelve or fifteen member states

Mod: mhm

S6: there were two official langauges in the European Commission which was English and French

Mod: mhm

S6: and quite a lot of the: people working for the Commission would only know French. They wouldn’t know sufficient English

Mod: mhm

S6: that is NOW COMPLETELY unthinkable.

Mod: mhm

S6: If you want to work for the European Commission you have to be fluent in English or (.) you’ll never start there. So French has gone completely lost

Mod: mhm

S6: and that is BECAUSE of the addition of the Eastern European Countries

Mod: mhm

S6: who all of them didn’t have any connection to the French but at least could

Mod: mhm

S6: accept English

Mod: mhm

S6: because some of them after the (.)

Mod: communism?

S6: the fall of the (.)

Mod: Berlin wall

S6: Berlin wall more looked to the US as a kind of a partner so. And so on and so on.

Mod: mhm

S6: erm but in the NGO movement since, since I started working it’s kind of accepted English is the way we communicate with each other.

Mod: mhm

S6: so:

Mod: but that’s not always the case, so in, well it is always the case let’s say in the in the general erm sort of network so for instance in CAN Europe you’ve got (.) would you say it’s er it’s not a written rule?

S6: it’s not a written rule

Mod: mhm

S6: in, but I would say that people we commu-, I mean , err if, it’s different form if you have one on one over selected group etc

Mod: mhm

S6: but if you have a a kind of an open communication it will be in English? Sometimes you will see that people would send around documents in French or German and so on

Mod: mhm

S6: but then they kind of APOLOGIZE

Mod: mhm

S6: for the fact that it is in German or French and just say well it’s for those who can read French or those who can read German but it’s kind of accepted/

Mod: /mhm

S6: that English is the standard. of course you have certain (.) people from certain languages

Mod: mhm

S6: that have their own (.) means of communication/

Mod: yeah

S6: and and of course I mean you notice that in office and you will notice that in in the GA or in any other MEETING people who speak the same languages will have different, separate conversations.

Mod: yeah

S6: I mean they (.) informally they will get together and they will speak about other things

Mod: mhm

S6: or about kind

Mod: work

S6: still about work

Mod: mhm

S6: and so on, but with- within their languages.

Mod: mhm But I wanted to ask you another question about: erm about the about the role of other langauges except of English because as we say, yes. So for instance, you have S2 and S9 who work in two different areas of Europe regions of Europe I should say. And they use their native languages. When you were recruiting erm, were you actually looking for someone who could speak those languages? Or your primary idea was yes that that person should have those and those skills but not looking at languages as: such

S6: there was a difference for, between S2 and (.) and S9.

Mod: mhm

S6: Because S9 from the beginning, that person was to be located in CountryT

Mod: mhm

S6: so that was a condition.

Mod: mhm

S6: I don’t think in the ADVERTISEMENT we really said they needed to speak LangT, but it was kind of assumed that if you work in a completely CountryT environment and you have to live in CountryT that you (.) would be able to

Mod: mhm

S6: manage the language. You DIDN’T NEED to be NATIVE LangT speaker.

Mod: yeah

S6: For S2 it was different because it was first of all based HERE

Mod: mhm

S6: and secondly because the COVER of the (.) countries

Mod: mhm

S6: meaning, in the region it was not just the Balkans but it also included CountryT and CountryU

Mod: and CountryU

S6: but to a lesser extent. But I mean there’s many different languages so you would never find/

Mod: mhm

S6: /somebody who would be erm able to communicate. And I Actually never talked to S2 how S2 communicates with the people in CountryC or CountryM/

Mod: /S2 said

S6: but I ASSUME it’s in English, but

Mod: No,

S6:: it’s in LangS?

Mod: it’s LangS, S2 said those a different languages but they are similar enough for us to understand. But for instance S2 said with CountrySL S2 just use an- er uses English because S2 once @got a reply in LangSL and S2 didn’t know what it was about. So S2 said erm with the erm Balkans region S2 would use erm (.)

S6: yep, well I mean one of the things that I don’t know if I would ever raise this with S2 there.

Mod: mhm

S6:but but would wonder

Mod: mhm

S6: is HOW the other people from other countries look at LangS, because Country S used to be kind of the (.) RULLING/

Mod: yeah

S6: group within the former CountryY

Mod: mhm

S6: It’s like in many Eastern European Countries people would know LangR but they would not necessarily appreciate if you sstart speaking LangR to them

Mod: mhm

S6: I think.

[digression about LangR and the experience of the Mod learning it]

[19.16.610]

Mod: wha- wha- what’s your opinion about the translations?

S6: so (.) first, for anything that is general (.)

Mod: mhm

S6: you, I mean, I mean communication, er meeting and so on, you can’t (.) provide, I mean we can’t provide translation at our GA, for instance,

Mod: mhm

S6: that would be

Mod: too much?

S6: yeah, I mean it would be physically impossible erm

Mod: mhm, but would you like to have this done? If you had/

S6: I

Mod: the means and capacity?

S6: I’m not sure: if it would really help the connections because then (.)

Mod: mhm

S6: people (.) from different languages would speak less to each other etc. so I mean/

Mod: /mhm

S6: it’s not bad that you kind of have people who are sufficient, fluent (.) or have a basic knowledge of English coming to our GA so that

Mod: mhm

S6: that they can speak to each other also/

Mod: /so (.)

S6: outside of the formal sessions.

Mod: so would you fear that if you provided let’s say translations people would go back to their languages and they/ would think that they could use (.) their (unintelligible)

S6: /NO, I I mean for me the concept of providing translation would also mean that people who DON’T (.) speak English would attend our GAs.

Mod; would not or would/?

S6: WOULD.

Mod: mhm

S6: But they would not necessarily be able to connect to other people (.)

Mod: mhm

S6: outside of the formal meetings (.)

Mod: mhm

S6: where there is no translation available, that’s a bit where I think. But having said that I mean

Mod: mhm

S6: We (.) we used to HAVE until quite some time in many of our grand applications funding for translations of briefing papers and so on.

Mod: mhm

S6: Erm (.) and STILL even so, doesn’t necessarily mean much more WORK

Mod: yeah

S6: it just means it’s a bit of contact the translator and so on

Mod: mhm

S6: but with the budget you can just have somebody else do that.

Mod: mhm

S6: we noticed that it wasn’t USED.

Mod: mhm

S6: Erm a) because (.) several countries and I speak now (.)

Mod: mhm

S6: trans- translating publications several countries they said it’s not worthwhile we just distribute English like in Belgium, Netherlands

Mod: mhm

S6: GERMANY

Mod: yeah

S6: they would say it makes no difference when we send it to (.) the people that really matter, they can (.)

Mod: mhm

S6: they can speak English and they do the their work in English, and it relates to the EU anyway and so on.

Mod: mhm

S6: erm and in many other countries, people actually prefer to do the translations themselves because/

Mod: /mhm

S6: that makes the (.) a) that the-, when they do the translation they also learn what’s in the document (.)

Mod: mhm

S6: and b) they can also a bit more manage a trans-, not only do the LANGUAGE translation but also a do a contrent content translation to your national reality.

Mod: so they would choose like the parts that are important for them?

S6: yeah, or make, or make reference to, to the specific national issue that

Mod: mhm mhm mhm

S6: you know /clicks the tongue/ e and if you send letters to the ministers etc. we wouldn’t do because we make a general letter but so I noticed that erm in that case (.) people really do the translations themselves? (.)

Mod: mhm

S6: erm

Mod; but how about the, you said, OK Germany the Netherlands Belgium those are the, those are the Western countries how about the, you are now looking into the sort of Eastern region more. How about the Eastern region? Do you see any problems (.) OR possible problems?

S6: well there’s definitely I mean there’s definitely a gap

Mod: yeah

S6: er (.) erm

Mod: and what would be your idea to cover that (.)

S6: well the the, we the question is whether translations would help

Mod: mhm

S6: cope, I mean they probably would be of HELP but I don’t think they’ll be biggest problem I think.

Mod: mhm

S6: The biggest problem is of course the lack of resources. (.)

Mod: mhm

S6: The problem is that many of NGOs in Eastern EUROPE are much YOUNGER and so people who are working there feel less experienced

Mod: mhm

S6: as compared to Western European NGOs and so on, and therefore also are less likely to participate. I an- there’s there’s many barriers than just (.)

Mod: language

S6: technical language (.)

Mod: yeah

S6: I think.

[digression talk about cultural, political and linguistic aspects of life in different EU member states from the Eastern part of Europe].

Mod: OK but let’s go back to erm (.) erm to the questions. So I think we’re more or less done. So we talked about the language factors in CAN Europe erm, I’m just curious about erm when you recruit new members (.) I looked into the (.)

S6: staff members do you mean?

Mod: no, no erm member organizations

S6: mhm

Mod: I looked into the documents, I looked into the statute (.) erm I looked into the documents that are available online for the the welcome pack (.)

S6: mhm

Mod: and I could not find anything about language being mentioned in terms of ‘if you join the network we’re expecting, well er not not in the pre- precise wording that I am putting it

S6: mhm

Mod: now, but there’s no mention of the language. So how do the members know which language (.)

S6: (.) it’s er very good observation?

Mod: mhm

S6: I would ASSUME that most people ASSUME that it’s English.

Mod: mhm why?

S6: erm because what I kind of said before

Mod: mhm

S6: that (.) the the international NGO movement in general it has KIND OF been ACCEPTED

Mod: mhm

S6: that En- English is the lingua franca.

Mod: yeah

S6: I mean whenever you go: to whatever meeting of NGOs it will ALWAYS be in English

Mod: mhm

S6: and only in a few instances there would be a different languages. Erm like for instance if you go to a meeting in the Americas

Mod: mhm

S6: it’s very well possible that it’s English and Spanish for instance

Mod: yeah

S6: Or, if you go to a meeting in Africa that would be English or French (.)

Mod: mhm

S6: Erm but in general (.) anything. UN meetings, any NGO gathering around the UN meetings it would be (.)

Mod: English only?

S6: English only.

Mod: but I am also curious about the fact that everything that you produce, every single document that you produce is in English

S6: mhm

Mod: even the welcome pack or the documents for er prospective members (.) Do you think that by actually having this all in like all of the documents in Englihs and all the communication in English is also sort of showing or it’s like a kind of ‘look this is how we work’ in the sense/

S6: /well

Mod: could this be setting the rule?

S6: it reflects of course the fact that (.) if you join the CAN Europe NETWORK all of the communication will be in English

Mod: mhm

S6: erm and you could you could of course make a case about CAN Europe using other languages but that doesn’t mean that , for instance, on our mailing lists OTHER people would be use-

Mod: yeah

S6: I mean they would still use English as the mean of communication so

Mod: mhm

S6:I think it’s (.) it is probably a reflection of the reality.

Mod: mhm yeah

S6: erm now, now, it it can make sense to think about (.) translating the welcome package into different languages but

Mod: mhm

S6: there’s many in the meantime? Because we cover the whole of Europe which er (.)

is quite a /

Mod: /quite a lot, yeah

S6: lot of languages. Erm yeah it’s it’s/

Mod: /why would/ you why would then translate, because previously you said OK but then if you translate something, like, for instance, for the GA then people may not (.) do you think that this could be sending a signal that yes, you can use your own languages but then you may not have the capacity in the Secretariat for the language? I’m just playing the devil’s advocate /here.

S6: /no, no, no, I perfectly understand, I mean I was just thinking that maybe it is indeed good for the members to feel welcome, that we recognize their language,

Mod: mhm

S6: erm but I definitely think erm (.) that this conversation actually makes me think that we should be more explicit about English being the communication language in our network

Mod: mhm

S6: er but I think everybody has that assumption. If you find somebody that didn’t have that assumption that would be interesting as an input (.)

Mod: mhm, so do you/

S6: err and I mean people also acc- accept that (.) that (.) certain (.) types of communication you can’t (.) translate it,

Mod: mhm

S6: it would just be not not an effective use of our time.

Mod: mhm

S6: er The best example of that is, is from Greenpeace, when I worked for Greenpeace Belgium.

Mod: mhm

S6: because ALL the written internal communication in Greenpeace Belgium was in English.

Mod: oh?

S6: Er, because, as you know, Belgium is a bilingual country so people speak /

Mod: /French and (.)

S6: /French and Dutch err, and so in meetings the principle is, the principle that is for (.) most of Belgium nowadays is that everybody speaks his own language.

Mod: mhm

S6: Er, but written communication it was accepted that everything would be in English. So all mails to staff and so on

Mod: mhm

S6: would be in English. Which people accepted that it would be difficult to translate everything/

Mod: mhm

S6: and that it would also be easier that it’s in English because everybody would be (.)

Mod: understand

S6: is FLUENT in English more than in necessarily in the second language.

Mod: mhm

S6: And additional value was that anytime you needed to share anything with anybody else with/

Mod: mhm

S6: Greenpeace international or whatever if it’s already in English you can just /

Mod: send

S6: SHARE all your internal documents you wouldn’t have to (.) have any problems there.

Mod: mhm

S6: erm and I’ve never heard any- anybody: make any: COMMENT about it. It was just so obvious as kind of a (.) And I think it’s the same with using English in our (1)

Mod: international?

S6: inter- internal communication both in the office and in the network

Mod: mhm

S6: that people kind of accept

Mod: this is the practice?

S6: yep, this is (.)

Mod: mhm

S6: this is kind of the best way forward

Mod: mhm

S6: even the French have accepted that

Mod; which is a very good (.) @

S6: French is is not the the the lingua franca @

Mod: no, no I think they are very much into their own language. But now that you mention English as a lingua franca, this is part of my project as well, and so the the most research about it. And that’s that’s the last question, is that English as a linga franca is not so so much about the way it is used in the sense er it’s compared to native speaker-like /standards

S6:mhm

Mod: it’s more pragmatic reasons – English is there, we use it because it works for us in the sense that, we don’t really pay attention too much to (.) correctness

S6: mhm

Mod: erm what’s your opinion on the Englihs being used in in the network erm

S6: Well, I don’t know what you are /

Mod: mhm

S6: exactly asking for, but I mean the ADVANTAGE of having a lingua franca is it’s being completely accepted that people (.) are far from being perfect

Mod: mhm

S6: erm also here in Brussels you know that, I mean people in the Commission?

Mod: mhm

S6: with some people with high level responsibilities who have to do all their work in English I mean their English is os (.) POOR both in (.)

Mod: Tusk?

S6: writing or how they pronounce it @

Mod: @@

S6: I mean some people really (.) but also the kind of WORDS they use, I mean

Mod: mhm

S6: but it’s (.) it’s accepted

Mod: mhm

S6: and that’s a positive thing. Also in our office not everybody is as er fluent in English although a lot of the people are actually but erm

Mod: yeah. I haven’t noticed anyone who’s not

S6: Well, S5’s English is limited I would say. S5 uses a lot of (.)

Mod: mhm

S6: Dutch (.) phrases /

Mod: but that’s (.)

S6: which S5 just translates into English which makes often no sense @

Mod: @

S6: but but to people like me who know what S5 is saying @

Mod:@

S6: because we know the Flem- the Flemish ere r saying

Mod: mhm

S6: but er

Mod: mhm

S6: I mean yeah in principle people have to have a fairly good knowledge of English

Mod: mhm

S6: in order to be able to work with us.

Mod: mhm

[digression – S6 talks about who he communicates with others in the office and what skills others have in the LangD]

Use of various languages in the office – the moderatod did not ask the question but the passage below refers to the discussion about the communication which was said to be off the record]

S6: The funny thing about the

Mod: mhm

S6: many of those things is that (.) erm and that’s also something I observed from when I worked fro Greenpeace Belgium

Mod: mhm

S6: is that once you start talking in a certain language to somebody it it kind of quickly becomes the standard (.)

Mod: mhm

S6: so with S8 my standard is that I speak to S8 in LangF.

Mod: yeah

S6: I have other LangF speaking colleagues in Green- like when I also worked in Greenpeace Belgium I imagine that’s the most obvious example

Mod: mhm

S6: there were LangF speaking colleagues that and I always spoke LangF to

Mod: mhm

S6: like S8 and there were others that I would speak in LangD to (.)

Mod: OK

S6: because at a certain moment our communications developed into LangD

Mod: mhm

S6: and and that would not necessarily be because the one speaks better LangD than the other. It’s just about how it evolved

Mod: mhm

S6: and it’s it’s really STRANGE because (.) you you START automatically in that specific language without (.) ANY agreement or without yeah?

Mod: mhm

S6: it just happens that way.

Mod: mhm

S6: like with in our office like it’s S10 I’d ALWAYS speak in English

Mod: yeah

S6: while S4 speaks always LangF to S10. Well, my LangF is is not not as good as my English, but I know it sufficiently enough for me to speak LangF to S10 but we never speak in LangF to each other. It’s kind of you know it automatically becomes er a kind of a er a /rule.

Mod: /like a ru- mhm, mhm. So you say you wouldn’t think of erm when you have to make a choice which language to use with people you’d refer back to /your

S6: /yeah,

Mod: experience?

S6: I mean you have a certain CONTEXT

Mod: mhm

S6: at a certain MOMENT

Mod: mhm

S6: in what what language you speak to somebody.

Mod: mhm

S6: and of course that CONTEXT differs

Mod: yeah

S6: whether it’s one to one or whether there’s other people/

Mod: /mhm

S6: around. So, as the moment, for instance. I think that’s partly what it is at the moment I g oto S5 my context with communicating with S5 is to speak in LangD

Mod: yeah

S6: and at that moment I don’t think of the other people around /

Mod: /mhm

S6:as being part/ of the context because they’re not part of my AUDIENCE

Mod: mhm

S6: and so as soon as it’s CLEAR to me that I’m speaking to S5 and to S3 I will of course automatically speak in in

Mod: /yeah

S6: English. So, I think it’s it’s part that I think you have a kind of a framework/

Mod: /mhm

S6: /in which you have your language.

Mod: I think that’s part of my observaions as well that I’ve actually noticed that people KNOW the whole environment REALLY well and they follow what works fro them (.)

S6: mhm

Mod: erm from previous experience, not necessarily from previous before CAN

S6: yeah

Mod: that’s not what I mean. From previous meaning how they sort of communicated

S6: mhm

Mod: with with people and how they learnt

S6: mhm

Mod: so that’s another thing. So the office is very very VERY interesting for me very varying, but I wanted to look into more of a deeper (.)

S6: yep

Mod: erm a way. Is there anything else that you’d like to add? (.)

S6: no, no

Mod: thank you very much for the discussion.