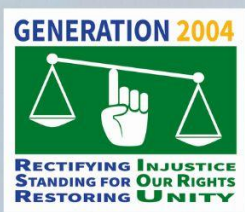


WORLD



**TOGETHER
FOR OUR
FUTURE**

- LUXEMBOURG: LET'S MAKE IT HAPPEN!**
- FAIR CAREER**
- UPHOLD HUMAN CARE**
- TECHNOLOGY EVOLUTION**
- UPGRADED WORKING PLACES**
- RIGHTS & TRANSPARENCY**
- ETHICS & STAFF EMPOWERMENT**



Luxembourg LSC Elections 2025

Generation 2004 Political Manifesto

Action on Luxembourg: Shaping the FUTURE for all staff: Fair Career, Upholding Human Care, Technology Evolution, Upgraded Working Places, Rights & Transparency, and Empowering Staff

Introduction

For Generation 2004 it's the well-recognised and long-standing difficulties in finding, recruiting and retaining staff in Luxembourg ('the attractiveness problem') that hangs over all the other Commission-wide challenges, whether that's talent management, the drive to reduce costs, the general political and economic environment or the rapid technological advancements.

While many repeated promises and agreements have been made over the years¹ to set targets and to address the Luxembourg attractiveness problem, action has so far been fragmented, opaque and short-term. We have yet to see tangible long-term improvement² from the many meetings, announcements and proposals. Generation 2004 sees a similar lack of movement on many topics affecting the Commission as a whole, such as talent management and the complete lack of balance between budget savings and staff well-being.

On all these points Generation 2004 continues to insist on holding the administration accountable, to insist that it fulfils its promises, and we reiterate that outcomes must be evaluated objectively. **Other EU institutions, such as the Parliament, have shown that there is flexibility available within our current rules³. Generation 2004 demands that the Commission make use of that same flexibility to improve its overall attractiveness as an employer: go the extra mile for staff!**

As ever, Generation 2004 holds firm in its belief that transparency is the key to informed decision-making. We are committed to safeguarding fairness, transparency, and opportunity for all. Our approach aligns with the core principles – **Fair Opportunities, Upholding Human Care, Technology Evolution, Upgraded Workplaces, Rights & Transparency, and Empowering Staff** – which will help us shape the future of our colleagues based in Luxembourg.

¹ We highlight two here:

- 2022 Heads of Administration of EU institutions and bodies based in Luxembourg (CALux) list of [12 actions](#)
- 2015 '[Georgieva-Asselborn](#)' agreement to increase the number of Luxembourg-based staff to 12.5% of the total Commission staff by 2022 (a figure that has [not yet been achieved](#)).

² See our articles [A side quest to the 12 actions for Luxembourg?](#) and [Two years on, what's happening with the 12 actions for Luxembourg?](#)

³ See our articles [Minimum wage in Luxembourg for contract agents – Parliament shows the way and Internal competitions: EU institutions doing it differently.](#)

Luxembourg now faces an unprecedented structural HR crisis. Recruitment refusals, early departures and decreasing interest in Luxembourg postings have become systematic across DGs. The cost of living has overtaken salary evolution, creating a growing gap that disproportionately affects ASTs, CAs, and young ADs. Without structural correction, the Commission risks hollowing out its presence in Luxembourg and losing competitiveness compared to the Parliament, the EIB, and the national labour market.

1. The attractivity problem: action points ≠ actions

1.1. Recruitment and retention

DGs and services in Luxembourg are often unable to recruit or retain staff, a difficulty made all the more understandable when potential candidates and staff alike know they might need state aid to meet accommodation costs⁴ all while paying more for health care services than those who access those same services via the national social security systems. While there has been movement on these points, those changes appear to be both temporary and as-yet undefined and without a concrete, long-term solution. **Generation 2004 insists that the Commission evaluates the extent to which these changes have been successful and acts accordingly to achieve their stated aim. Since this is an interinstitutional endeavour, all of the EU institutions present in Luxembourg must share the responsibility of making their suggestions work and evaluating how well they have worked.**

1.2. The 12 CALux action points

The *attractivity problem* was last acknowledged in the list of 12 action points⁵ from the Heads of Administration (Chefs d'Administration) of EU institutions and bodies based in Luxembourg (CALux) which was announced in 2022. But action points do not turn into actions just by putting them on paper. While subsequent input and changes can be found related to some of these 12 action points, Generation 2004 continues to query the justification, fairness and evaluation of the choices made.

- **The new clause in some EPSO competitions and the first Luxembourg-specific EPSO:**
The first Luxembourg-specific EPSO competition ([Data management and data knowledge \(EPSO/AD/426/25\)](#)) was published on 11 November 2025. It has a new clause forcing new staff to work in Luxembourg for at least 3 years⁶ (not seen in any other EC sites). Beyond this, the new clause severely reduces internal mobility and risks of trapping young

⁴ See our articles [Housing prices in Luxembourg – the Commission is fully committed to doing nothing](#) and [Housing prices in Luxembourg – the state takes action for renters](#)

⁵ 1: Launching site-specific European Personnel Selection Office (EPSO) competitions, 2: Job shadowing initiatives for career guidance officers, 3: Creation of a common job platform, 4: Inter-institutional excellence hubs (e.g. financial, digital, legal), 5: Housing allowance, 6: Offer of temporary housing, 7: Jobs for spouses, 8: Interinstitutional cooperation of Welcome Desks, 9: Future of interinstitutional crèches in Luxembourg, 10: Common communication strategy, 11: Collaboration with the national authorities, 12: Cooperation with top European universities. Generation 2004 always adds a 13th: that of hospital pricing.

⁶ E.g. [EPSO/AD/411/23](#) for *nuclear inspectors and policy officers in nuclear energy*, point 6 INFORMATION ON PLACE OF EMPLOYMENT UPON RECRUITMENT IN LUXEMBOURG AND ON TRANSFERS
Successful candidates on reserve lists will be recruited as probationer officials, mainly to posts based in Luxembourg. (see our article [Welcome to the Hotel Commission](#))

colleagues, especially AD5/AD6 recruits, during the most vulnerable stage of their careers. Several DGs already report that Luxembourg vacancies attract dramatically fewer candidates than equivalent posts in Brussels, forcing services to either operate understaffed or transfer tasks to Brussels discreetly. This practice does not address the underlying problem and undermines the long-term presence of the Commission in Luxembourg.

- **The (temporary) Luxembourg housing allowance⁷:**
Generation 2004 has always been in favour of a housing allowance. In 2025, the new limited housing allowance was introduced, which was only a partial victory. It is not enough! We will fight to extend the housing allowance:
 - To commuters from abroad
 - To more grades above AD or AST 5
 - Beyond the current four-year maximum

Generation 2004 asks for a long-term solution covering all staff in Luxembourg.

1.3. What's not on that list (and should be)

Here's a short non-exhaustive list of the many issues affecting both cost of living and quality of life for Luxembourg-based Commission staff. We insist on linking them to the stated goal of that list of the 12 action points for making Luxembourg a more attractive place to work.

- **Cross-border commuting crisis**
Over half of Commission staff in Luxembourg are cross-border workers and commuting conditions have deteriorated to the point where journeys of 2–3 hours per day are common. Infrastructure limitations, rail disruptions and congested access roads have a direct impact on well-being and productivity. Despite this, no targeted EU-level measures exist, and the burden falls entirely on staff.
- **Minimum wage⁸**
Contract Agents (CA) finally reach the minimum Luxembourg wage, thanks to an exceptional additional allowance made for that purpose⁹. Unfortunately, the Commission interprets the rules in a less favourable way for our colleagues¹⁰ than other EU institutions: two persons working in Luxembourg with the same grade and personal circumstances might have a different take-home pay (where the difference can easily go over 1000 €(!) per month) depending on the institution in which they work.¹¹ **The flexibility is there, and there's a precedent of the Parliament making use of it: Generation 2004 has asked that the Commission use that flexibility!**

⁷ See our article [Luxembourg Housing allowance – landing in your payslip this month!](#)

⁸ Currently 3165.35€/month.

⁹ Generation 2004 actively participated in the actions underlying this achievement.

¹⁰ The calculation is made on net basis instead of taking into account the gross minimum salary.

¹¹ See article [Minimum wage in Luxembourg for contract agents – Parliament shows the way](#)

- **Health care costs**

JSIS members in Luxembourg are often charged more than users of the national health system (CNS) for the same service ('the overcharge') despite commitments by the Luxembourgish government. The JSIS ceilings do not accommodate this additional cost for treatment in Luxembourg which must be absorbed by the individual. While we appreciate the recent announcement¹² on surgery in Luxembourg: some (unspecified) hospital services are supposed to have direct billing as the default setting. Unfortunately, neither the process nor the timeline for this to happen are clear. Further promises of additional progress are unspecified and there's no specific goal stated to reduce the health costs borne by the individual. While a new agreement on direct billing for hospitalisation has recently [been linked in the announcement](#) to the 12 CALux items, healthcare is not to be found on that list. **Generation 2004 continues to request that this promised progress on health care costs be specified in concrete, measurable terms together with a timeline for its achievement.**

In practical terms, Luxembourg's medical tariffs are far higher than those used by JSIS to calculate ceilings. GP consultations frequently cost €60–€70 compared to €25–€30 in Belgium, and dental or orthodontic care can be two to three times more expensive. These structural cost differences explain why Luxembourg-based colleagues consistently reach reimbursement ceilings prematurely. Despite announcements regarding direct billing, implementation remains inconsistent across major hospitals. Generation 2004 insists that JSIS ceilings be updated to reflect Luxembourg's real healthcare prices and that clear, enforceable direct billing agreements be established.

- **Children's healthcare and specialist shortages**

Luxembourg faces a chronic shortage of pediatricians, child psychologists and dental specialists. Families regularly wait months for appointments or are forced to seek treatment abroad at their own expense. JSIS ceilings were designed for Belgian price levels and do not reflect the significantly higher Luxembourg tariffs, placing Luxembourg-based parents at a clear disadvantage.

- **Joined-up thinking is needed to stop the shrinking of the Commission in Luxembourg**

In spite of all the high-level acknowledgements and the work done over the past 2 decades (since the [Polfer-Kinnock agreement](#)), Generation 2004 is unable to find a positive impact on the number of Luxembourg-based Commission staff¹³.

Several Luxembourg jobs are done from elsewhere¹⁴, providing a short-term workaround for a long-standing problem. **Generation 2004 has asked for transparency: this opaque practice undermines the process of making Luxembourg a more attractive place to work.**

¹² See article [A side quest to the 12 actions for Luxembourg?](#)

¹³ Source [Key figures](#)

¹⁴ In January 2021 DG Sante, unable to find staff willing to come to Luxembourg, exceptionally [allowed Luxembourg posts to be done from any Commission site](#).



Generation 2004 continues to insist on holding the administration to its promises and to reiterate that outcomes must be evaluated objectively. The problem has been identified and an action list made: why do the number of staff in Luxembourg continue to fall? Another major factor is the silent relocation of tasks. Increasingly, jobs budgeted for Luxembourg are performed from Brussels or remotely without any transparency. This undermines the objective of strengthening the Commission’s presence in Luxembourg. Generation 2004 calls for a clear register of which posts are officially located in Luxembourg, which are filled and which are effectively operated from elsewhere.

2. Talent management: fair career for all

2.1. Fair recruitment, career progression and opportunities

Generation 2004 believes in equal and fair career opportunities for all, regardless of where they are based, contract type or function group. We strive for fair recruitment, career progression and opportunities. Generation 2004 advocates for fair and transparent processes with equal opportunities for advancement.

- **Contact agents' career progression and better working conditions**

We call for fairer classification for all CAs upon recruitment (e.g. appropriate recognition of experience, the alignment of function group with actual responsibilities) and for meaningful advancement via function group upgrades ('screening'¹⁵) and promotion ('reclassification') which should no longer be restricted to CA3A but open to CA3Bs.

Contract Agents in Luxembourg face unique and severe challenges. FGIII and even some FGIV salaries are simply insufficient for Luxembourg’s housing market, forcing many CAs to live in neighbouring countries and endure long cross-border commutes. The current system fails to recognise this structural disadvantage, contributing to high turnover and the loss of

¹⁵ See [contract agent screening](#)

experienced and trained staff. Any long-term solution for the Luxembourg site must explicitly address the sustainability of CA careers in Luxembourg.

The screening process requires greater transparency and more representative quotas. Following the conclusions reached with other trade unions and staff associations (OSPs) in a working group attached to the Central Staff Committee (CSC) on contract agents, a note will be issued to request a meeting with the administration to call for increased transparency and representativeness of the exercise.

Ultimately, Generation 2004 would like to renegotiate the corresponding main General Implementing Provisions (GIPs)¹⁶ to go even further updating the rules on contract renewal and mobility.

- **Work ongoing on GIPs**

Indeed, a note requesting social dialogue on the GIPs has been recently prepared and is currently under validation by the Front Commun¹⁷ (all OSPs) and already approved by the Generation 2004 Chair. The note considers also the GIPs on reclassification, in an attempt to increase the speed on a structural basis, rather than having to request more reclassification quotas each year.

- **Address the churn of non-permanent staff: the 7-year rule¹⁸**

The limiting of non-permanent staff contracts together with the very few applicable internal competitions makes staff churn inevitable and brings with it a loss of experience and knowledge. Retaining the talents of CAs is crucial, and we have been exploring ways to extend their careers.

While we do not support an uncontrolled increase in the engagement of Temporary Agents (TAs) within the Commission, we continue to advocate for improved access of CAs on limited-duration contracts (after the end of their contracts) to TA positions. This would allow them to enhance their prospects for acquiring pension rights and participating in internal competitions – opportunities that are currently less restrictive for TAs than for CAs.

Following our initial intervention, the 7-year rule application has resurfaced during negotiations on the TA decision to which Generation 2004 actively participated as one of the main contributors, and a potential extension up to 9 years in total has now been made possible as a derogation in the interest of the service.

Generation 2004 remains committed to other targeted actions and interventions, such as facilitating the validation of the third language for CAs not yet covered by Article 85(3) of the Conditions of Employment of Other Servants.

- **Create a Senior Professional Programme:**

¹⁶ See article [Revisiting GIPs: a route for better conditions for contract agents](#)

¹⁷ See [Front Commun](#)

¹⁸ See article [Empowering contract agents: Generation 2004 calls for amendments to 7-year rule](#)

Mirror the opportunities offered by the Junior Professional Programme¹⁹ in order to recognise expertise of exiting staff, re-boost motivation, and provide clearer career growth opportunities, thereby retaining talent and discourage potential discrimination of those 50+

- **Make cross-function-group internal competitions regular²⁰:**

These have been announced, and they are in the published planning but we've yet to see one. Generation 2004 asks the Commission to communicate better and to use every possibility to make use of the talent already available in-house. CA staff are anxious to know whether further delays are envisioned, pushing participation out of reach and beyond the end of their contracts. AST and AST/SC staff were made very hopeful at the prospect of these internal competitions, but the delay and their exclusion from the first two competitions published risks damaging their trust in the process.

Luxembourg has not benefited from any regular Luxembourg-specific internal competitions for more than two decades. This lack of predictable career opportunities has contributed to high churn among ASTs, AST/SCs and Contract Agents who would otherwise be prepared to stay in Luxembourg long-term. To ensure retention and motivation, Generation 2004 calls for the Commission to introduce *one recurring internal competition per year* accessible to staff based in Luxembourg, regardless of function group.

- **Accurate job descriptions, stating expectations:**

Stop obliging colleagues to work beyond their pay scale or to provide 'voluntary' out-of-hours cover. Generation 2004 demands that responsibilities align with function group and grade, that disconnection periods be enforced and that creeping round-the-clock availability be shut down²¹.

- **Improved promotion and evaluation procedures**

Generation 2004 advocates for an objective and transparent approach to career progression²². We have always stated clearly that the current system has 3 unaddressed issues and have suggested on several occasions that the option of reintroducing a point-based system be evaluated.

1. There is no evidence that an Institution-wide comparison of merit took place at Joint Preparatory Group and Join Promotion Committee level.
2. An ex-ante-allocation of promotion possibilities among DGs is incompatible with an Institution-wide comparison of merits.
3. The variable quality of reports does not allow for transparent and reproducible

¹⁹ See article [Stated objectives: 'pilot' Junior Professionals Programme \(JPP\) \(long read\)](#)

²⁰ See article [Internal Competitions 2025: A Missed Promise of Inclusion](#)

²¹ See articles ['Voluntary' availability during end-of-year break](#), [Work groups on private mobile: voluntary?](#) and ["Generation 2004 stands by staff on standby" yet again](#)

²² See article [Mid-grade AD promotion? Only if you are a people manager](#)

comparisons of merits²³.

3. Balance savings and staff well-being: Uphold Human Care for Better Working Conditions

We understand the importance of a human-centered approach to working conditions and of a real work-life balance. Generation 2004 fights for flexible work arrangements that balance both service and personal needs.

3.1. A Culture of trust and well-being

The President has tasked Commissioner Serafin to ensure that Europe can draw on ‘a modern, efficient public administration’ and has invited him to carry out a ‘large-scale review of the Commission’s organisation and operations’²⁴. We believe that this provides an opportunity to move from a focus on hierarchy and frequent monitoring towards flat structures and a more trust-based management approach²⁵. By valuing staff as individuals, we can enhance engagement, well-being, and overall productivity. This shift will foster a more supportive and collaborative work environment where employees feel empowered and respected. Generation 2004 will follow the process very closely.

Luxembourg staff have endured an exceptional level of disruption due to repeated building moves, DG fragmentation and extended delays in the JMO2 project. Last-minute changes, uncertainty about future building assignments and the constant redistribution of teams have significantly affected morale. These disruptions are repeatedly cited as contributors to stress and burnout. A predictable, transparent building policy is essential for restoring trust and stability.

Well-being must be at the centre of any organisational and HR policy, especially in Luxembourg where staff face unique structural pressures. Repeated building moves, fragmented teams, long cross-border commutes, and the exceptionally high cost of living place a heavy burden on colleagues and directly affect morale, productivity, and mental health. These challenges disproportionately impact vulnerable groups, such as ASTs, Contract Agents, newcomers, and parents of young children.

Generation 2004 calls for a **comprehensive well-being framework tailored to the Luxembourg site**, including predictable building planning, proactive Medical Service presence, effective stress-prevention measures, and transparent consultation with staff before any major organisational changes. Ensuring a stable, supportive and healthy work environment is essential for a modern and resilient Commission.

3.2. Diversity, inclusion, and gender balance

Diversity and inclusion must be a priority. We must address the unique needs of colleagues,

²³ These 3 points were put in sysper on our behalf for several years as a ‘Minority position’.

²⁴ See article *Is Modernisation Just a New Word for Austerity?*

²⁵ See article *From culture of trust to control freak*

especially those with visible or hidden disabilities in compliance with international law²⁶, and ensure that new working arrangements are implemented effectively and monitored frequently, particularly in the context of the repeated building moves and the extended use of hot-desking in open spaces in Luxembourg. We also notice that especially women are more hit by burnout than men. Therefore, the working arrangements have to be more fit for women.

Generation 2004 is also pushing for gender balance targets to apply to all staff categories and function groups²⁷.

Repeated relocations, hot-desking and fragmented building layouts have created new accessibility gaps for colleagues with disabilities or medical constraints in Luxembourg. Adapted workstations cannot be guaranteed in a hot-desking environment, and the instability of frequent moves undermines long-term accommodations. The Commission must ensure that all Luxembourg buildings provide consistent, well-adapted, and stable workspaces to uphold its inclusion commitments.

4. Technology evolution for a Europe ‘fit for the digital era’

As digitalisation continues to reshape our work, Generation 2004 stands for a **technology-driven yet human-centric workplace**.

4.1. Work with staff to address the AI revolution

It’s crucial that AI changes support staff and allow them to evolve. AI should enhance job performance, not simply replace humans. Appropriate testing must be included in any transition, together with published milestones and set evaluation points. Generation 2004 is pushing for transparency, training, and a fair implementation of AI: we believe these to be key to ensuring a smooth transition and staff buy-in.

4.2. Digital Tools, Training and Data Protection

Beyond AI, a truly modern administration requires **high-quality digital tools, robust data protection, and timely staff training**. All staff, especially those transitioning to new or digitally transformed roles, must receive **early and high-quality training** tailored to the specific software and tools they will use.

We call for:

- **Data protection and workplace IT security:** employees’ personal and professional data must be stored under EU jurisdiction and processed transparently.
- **High-quality and reliable software:** both within the Commission and in external systems such as the **EPSO testing platform**, ensuring equal access, accessibility, and user confidence.

²⁶ See article [Medical reservation = discrimination against persons with disabilities \(long read\)](#)

²⁷ See article [International Women’s Day: haphazard progress?](#)

- **Unified communication tools and modern hardware** to support efficiency, collaboration, and data security.
- **Digital netiquette and considerate scheduling**, fostering a respectful and balanced digital work culture.
- **Consistent social media and civic engagement policies**, enabling staff to express themselves freely while promoting EU values with openness and responsibility.

5. Upgraded environments for a workplace ‘fit for humans’

The physical working environment plays a crucial role in staff well-being.

5.1. Building policy: enhancing sustainability and staff well-being

The juggling of staff moves between buildings has led to the fragmenting of DGs across the city. The poor management of staff expectations has damaged staff well-being. OP staff were asked to choose their desks within the open space in the new MERP building only to find themselves hot-desking after a last-minute change, putting DG CNECT into the same building.²⁸ The Commission is concentrating on ad hoc solutions to accommodate delays in the construction of the JMO2 and the expiring leases elsewhere, instead of trying to find a reasonable solution that could work well for staff. The JMO2 delay has now grown to the point where there is no month or even year specified for the JMO2 being ready.²⁹ **Generation 2004 continues to request that more effort be made to find a reasonable new accommodation for the hundreds of staff losing their offices and communicate with staff in a timely and transparent manner. Asking staff for input only to subsequently ignore that input is frustrating and damages morale.**

Commission staff in Luxembourg are forced to adapt to constantly changing situation and have to bear being moved across the city like figures on a chessboard³⁰ or their canteens being closed³¹. The premature closure of the Laccolith and Ariane buildings did not lead to renting new buildings to host the hundreds of affected staff: they were simply redistributed, fragmenting DGs and charging buildings with more occupants. The JMO2 building project has been significantly further complicated by reducing the space available there for the Commission and renting out the “tower” to the EIB. Pushing staff into hot-desking in open spaces (as is done in MERP), together with the legal minimums for office temperatures have the effect of discouraging staff from exercising their right to come to the office.³² Recent news about the retrieval by EIB from the JMO2 project provides staff with a new chance to occupy the whole building complex of the JMO2 and **Generation 2004 will raise its voice in the interest of staff.**

Furthermore, more and more moves into hot-desking raise the need for workstations that can be adjusted to the individual needs of the user. Therefore, Generation 2004 asks for tables that can be adjusted in their heights by simple means.

²⁸ See articles [Luxembourg buildings and staff as figures on a chess board](#) and [100% hot-desking at the new POST-Mercier building](#)

²⁹ See article [Luxembourg: Update on JMO2 – Letter from OIL](#)

³⁰ See article [Luxembourg buildings and staff as figures on a chess board](#)

³¹ See article [LACC canteen closed permanently, what's next?](#)

³² See articles [Is working from home really voluntary?](#) and [Cold? leave a paper trail!](#)

Despite policy support for using electric vehicles, even in new buildings, Luxembourg staff are unable to charge electric vehicles, while this is widely available on other sites³³.

5.2. Additional Luxembourg workplace realities

Parking scarcity

Parking availability is critically insufficient across all major Commission buildings in Luxembourg. Many colleagues have no access to onsite parking and must rely on expensive private garages or scarce street parking. This adds significant cost and stress to those already undertaking long cross-border commutes. A coherent parking strategy for Luxembourg is urgently needed, including negotiations with local authorities and private operators.

Childcare and nursery access

Luxembourg lacks adequate childcare capacity for Commission staff. Commission-run nurseries have long waiting lists, and prices are substantially higher than in Brussels. This situation disproportionately affects young families, newcomers, and single parents. Generation 2004 calls for expanding Commission nursery capacity and for providing financial support mechanisms comparable to those available at the Brussels site.

Electric vehicle charging

Despite Luxembourg's strong environmental commitments, **Commission buildings still do not provide electric vehicle charging infrastructure for staff**, including in newly opened sites. This inconsistency undermines the EU's own climate objectives and discourages colleagues from choosing sustainable mobility options. EV charging points should be integrated as a standard feature in all Commission buildings in Luxembourg.

- **Generation 2004 calls for:**
 - Regular Assessments: Evaluate the impact of these changes on the physical and mental health of staff.
 - Sustainable Building Practices: Ensure working environments supporting staff needs, not just cost saving, when implementing green building solutions.
 - Adopt sustainable solutions that meet staff needs, focusing on comfort, health, and energy efficiency without sacrificing well-being.

5.3. Home office

The Commission's shift towards reduced office space rests on staff working from home ('teleworking') without any Commission contribution to the additional costs generated, in spite of the Parliament making such a contribution to its staff³⁴.

The costs of teleworking should not fall solely on employees, given the high housing costs in Luxembourg. The Commission should recognize the extra burden of working from home and

³³ See article [Electric vehicle \(EV\) charging-point disparity](#)

³⁴ See article [Reimbursement of teleworking expenses: the Court says 'no'](#)

provide necessary support to alleviate this burden. Generation 2004 calls for fair compensation for home office costs: costs related to teleworking, such as extra space, electricity and internet, should be taken into account to ensure staff are not disadvantaged when working from home.

Working from home in Luxembourg imposes a significantly heavier financial burden than in most other Commission locations. High rents and limited living space mean that many colleagues lack adequate room for a home office setup, yet the Commission offers no compensation – unlike the European Parliament, which provides targeted telework support. Furthermore, the very high cost of electricity, heating and internet in Luxembourg adds to the inequity. Generation 2004 calls for a fair, site-specific contribution for Luxembourg-based staff and for increased flexibility regarding telework from outside the place of employment: the current limit of 10 days is insufficient, and the minimum should be **60 days**, with a long-term objective of **100 days**, in line with other EU institutions.

5.4. Housing allowance

Luxembourg's housing market remains overwhelmingly unaffordable for a large share of Commission staff, especially those in vulnerable categories such as ASTs, Contract Agents and new AD recruits. Many colleagues are physically unable to live in Luxembourg due to rental prices that far exceed their salaries, effectively forcing them into long cross-border commutes with high associated costs and personal strain.

While the temporary housing allowance is a step in the right direction, **it is limited only to staff residing in Luxembourg, excluding the majority who were pushed outside the country precisely because they could not afford local prices.** Generation 2004 insists that any meaningful housing support must explicitly include colleagues living in neighbouring regions who were effectively priced out of Luxembourg.

Instead of pursuing a correction coefficient which the Commission continues to block, Generation 2004 calls for a **fair, long-term housing allowance accessible to all staff working in Luxembourg regardless of their country of residence**, reflecting the reality of the local market and supporting those who shoulder the highest commuting and cost-of-living burdens.

5.5. Teleworking from outside the place of employment

Generation 2004 advocates for 60 days³⁵ to be made available to work from outside the place of employment instead of the current 10. This would be comparable with other institutions. fairness and equal treatment of staff with respect to granting exceptional telework from outside the place. Flexible options should be made available to accommodate individual needs.

6. for an equal future in the Commission

Staff in Luxembourg deserve **transparent and fair treatment.**

The ongoing Large-Scale Review (LSR) poses potential risks for Luxembourg if it results in further

³⁵ See articles [Teleworking from abroad: YES, WE CAN!](#) and [Telework from elsewhere or anywhere or abroad?](#)

consolidation of posts, decision-making structures, or services in Brussels. Luxembourg has already experienced a gradual relocation of tasks through administrative restructuring and invisible shifts in workload distribution. Generation 2004 insists that any organisational changes carried out under the LSR include a clear and transparent **Luxembourg impact assessment**, a guarantee that posts officially allocated to Luxembourg remain physically located here, and that new structures do not marginalise smaller sites.

The integrity of the European civil service depends on ensuring that mobility, staffing, and restructuring decisions are based on **fairness and equal treatment across all sites**, not on cost-saving practices or informal centralisation. Luxembourg must remain a fully operational site with stable staffing and equal career prospects for all colleagues who choose to work here.

Generation 2004 is:

- **Defending Staff Rights:** Advocate for equal career paths across sites and pay parity for all staff categories, ensuring that all contributions are valued and rewarded.
- **Promoting Transparency:** Ensure that decisions affecting Luxembourg staff, including promotions and work conditions, are transparent and involve staff consultation.
- **Ensuring the Legal Support for Vulnerable Staff:** Provide assistance to staff facing harassment, contract renewal issues, or other legal challenges.

7. Ethics and staff empowerment for a collaborative dialogue

Generation 2004 is committed to empowering staff in Luxembourg and fostering open dialogue. We will advocate for stronger social dialogue between Luxembourg staff representatives and management, ensuring that staff voices are heard on key issues. We are dedicated to defending the interests of staff, advocating for their rights through multiple channels, including social dialogue and one-on-one consultations.

Luxembourg has recently witnessed high-profile harassment incidents, including the PMO case, which exposed serious structural weaknesses in prevention, reporting and managerial accountability. These events have deeply affected trust among staff and revealed that existing mechanisms are insufficient, particularly in smaller sites where reporting lines are limited and managers may hold disproportionate influence.

Generation 2004 calls for a **strengthened local protection framework in Luxembourg**, including:

- mandatory anti-harassment and management training for all line managers in Luxembourg;
- a reinforced Medical Service and HR presence on site to ensure early detection and intervention;
- an independent, Luxembourg-based mediator or confidential counsellor accessible

- without hierarchical barriers;
- full protection for whistleblowers and victims, including safeguards against retaliation during and after investigations.

Preventing harassment and rebuilding trust in the workplace requires visible, transparent and enforceable measures. Generation 2004 is committed to ensuring that Luxembourg staff feel safe, supported and empowered to speak up.

7.1. Our key goals include:

Informing Staff: Raising the awareness of colleagues about their rights.

Advocacy: Assisting with Article 90(1) requests and 90(2) complaints, particularly for those in lower function groups.

Addressing vulnerability: Highlighting the challenges faced by non-permanent staff, such as contract limitations and excessive workloads.

Events: Organising sessions on bullying, harassment, and post-Commission employment.

Why Vote for Generation 2004?

Generation 2004 is committed to shaping a better future for staff in Luxembourg, grounded in fairness, transparency, and respect. Our **FUTURE** approach - **Fair Career, Upholding human care, Technology Evolution, Upgraded Workplace, Rights & Transparency, and Empowerment**—is designed to positively impact the lives of our colleagues in Luxembourg.

Vote for Generation 2004!

Vote for the FUTURE!