



TOGETHER Luxembourg ENSEMBLE

List 3

## Open space in Luxembourg : worse than Bruxelles in 2024 ? Have your services been had ?

Luxembourg, 12/11/2019

In Europe, open space has become the norm, at the Commission as well ! As in many other areas, the Commission is 20 years behind and refuses to see the scientific literature denouncing the nocive impact of open space both on humans and on environment. Despite the method being abandoned by the private sector and the publication of studies showing the nocivity of open space , desk sharing or other flex office, and despite the fact that noise is the first of those problems Commission is turning a deaf ear and continue with its building and environment reworking projects.

In its [resolution of 26th March 2019](#), the European Parliament asked the Commission to carefully analyse the possible impact of open space on productivity, as well as how to set up decent working conditions and places for staff; It also asked the Commission to be informed of the analysis results. We need to specify that in Luxembourg, several projects are ongoing, such as JMO II, OP at the station, DIGIT in DRB, etc. scattered all around town but which will impact many colleagues.

The proposal called «workplace of the future» was recently presented to the Staff representatives; in it, the Commission manages to bypass staff representative consultation under the heading «conceptualising and Implementing the new workspace»... In this respect, we note that the Local Staff Committee in Luxemburg never mentioned the document, despite the fact they usually announce everything and anything ...

As mentioned before, the current projects (DIGIT, OP et JMOII) point to even more open spaces. In this regard, OIL is already advertising and showing colleagues what they are up to:

- [The Publication Office](#) and its new building: frightening information such as an occupation ratio of 23.6 m<sup>2</sup> per person, 129 parking places for a staff of 651 persons ! Indeed the building is close to the station, as wished by the OP colleagues, but the price to pay will be hefty in terms of well-being at work. We will see in November 2022...
- [DIGIT at DRB](#): Despite the move to JMOII, DIGIT will have to be in open space at DRB starting in 2020 without any previous staff consultation. As far as we know, many DIGIT colleagues are not ready to work in open spaces, just like MO15 (Bruxelles) colleagues; since they are in open space, telework and absenteeism skyrocketed.
- New [JMOII](#) building: The building will have several types of working spaces: individual offices (43% of the spaces, ie 1472 people) as well as shared offices (29% of the space, up to 4 people, ie 982 colleagues) and collaborative spaces (28%, ie 966 people). But it seems that the real share of individual offices will be much smaller than announced by OIL, which is “following the file”. Ditto for reduced parking (1200 spaces for 3 420 people, according to the Luxemburguese law) or meeting spaces in insufficient number. Indeed on this last point, we fear that the conference center as well as the few and small internal meeting rooms of the building will not cover the meeting needs of the institution. This lack will entail supplementary expenses.

As far as we know some services have reacted, others, like the Staff Committee, protested after being kept from the procedure and got the information from the CSHT. It is very likely that no responsible of the JMOII management plan will be in place in 2024 when people will start moving in, so this makes waffle or simply keeping mum much easier.

This is why we need to react before it is too late !

**Allergic to cement and laissez faire ?  
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