



The impact of multiannual framework (MFF) 2021 – 2027 on staff: Union Syndicale Fédérale Luxembourg demands readiness, transparency and social dialogue

Luxembourg, 27/01/2021

The MFF 2021-2027(*), represents a historic landmark for the EU, and includes the, so-called, long term MFF as well as Next Generation EU, a temporary instrument to help the EU out of the crisis generated by the COVID-19 pandemic. It also includes a new mechanism to ensure the EU own resources.

While we celebrate that the EU has risen, once more, to the challenge in providing the response that our society and economy needs, there are several MFF-related aspects, which are of significant concern to staff.

Heading 7- European Public Administration - has been calculated based solely on the long-term MFF, and no significant provision has been made in it for the implementation of Next Generation EU.

It is far too simplistic to argue that Next Generation EU is a temporary instrument. As **Union Syndicale Fédérale Luxembourg** wrote in June 2020, even if Next Generation EU funds were channelled rapidly to Member States, this represents a 750 billion budget increase for which the Institutions, notably the Commission, would be responsible - before, during and after execution.

Union Syndicale Fédérale Luxembourg fears that a portion of the 750 billion be used as administrative appropriations for the *en masse* recruitment of temporary staff without a prior reflection regarding all the aspects and the consequences for the Institution – especially the balance between temporary and permanent staff - and for the individuals themselves.

The **long-term MFF also brings with it a significant rearrangement of policy priorities** – such as health, climate change or migration – and their corresponding financial allocations. This will have a big impact on the allocation of human resources across DGs if the Commission is to deliver on these priorities.

Union Syndicale Fédérale Luxembourg demands that a **proper analysis be carried out at corporate level** in order to ensure that staff - and therefore workload - is adequately distributed across services.

Union Syndicale Fédérale Luxembourg also demands that, given the present context, reorganisations be limited to those strictly necessary and be implemented in full transparency and with staff involvement.

Shifting priorities within Horizon Europe with serious potential impact on staff (not least on JRC sites outside Brussels); the **likely increase of and workload redistribution across Agencies**, and the **growing importance of policies with impact on Delegations** are also areas of serious concern. Yet there is a total **lack of transparency on the preparations (if any) being made within the Institution to deal all of this and to allow for the human dimension.**

This is all compounded by the **uncertainties surrounding the new ways of working** as well as a **new building policy already in the making, about which practically nothing is known and there has been no opportunity for dialogue despite repeated requests.**

Union Syndicale Fédérale Luxembourg demands from the Commission **readiness, transparency and social dialogue** regarding the proposed actions in relation with the matters mentioned and in particular taking into account the human dimension.

As always, **Union Syndicale Fédérale Luxembourg** welcomes your feedback.

(*) <https://ec.europa.eu/info/strategy/eu-budget/long-term-eu-budget/eu-budget-2021-2027>

Need help? Contact us:

REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu

Your representatives:

BECH et T2: N. MAVRAGANIS, C-A POPESCU	Gasperich: S. KARDARAS N. FETTAH-ZAIT	OP: I. WOLFF, M. COLLIGNON
--	---	----------------------------------



UNION SYNDICALE FEDERALE LUXEMBOURG
Contact: REP-PERS-OSP-USF-LUXEMBOURG@ec.europa.eu
www.usf-luxembourg.eu

