



**Union  
Syndicale  
Fédérale  
Luxembourg**

# The new HR strategy pretends to put people at the centre

Luxembourg, 18/11/2021

The well-being of the European Commission's staff can only be ensured by respecting and implementing the rules on health and safety in the workplace, which is all the more necessary during this pandemic period.

However, after analysis, Union Syndicale Fédérale Luxembourg notes that:

- The European Commission put in place an incomplete occupational health and safety framework in 2006, focusing exclusively on health and safety in the physical working environment and on formal and informal procedures for psychological and sexual harassment;
- It did not extend it to the rest of occupational health and safety (i.e. the 8 pillars : health, safety, hygiene, ergonomics, psychosocial risks, working environment, embellishment of the workplace and coordination of the 7 pillars mentioned above);
- The risk management system is therefore partial and does not cover the entire organisation;
- Moreover, all powers in the field of occupational health and safety are concentrated in the O.I.L. (Office for Infrastructure and Logistics in Luxembourg), which is responsible for buildings and logistics (in a reduced mode) for its part, D.G. HR does not exercise its governance over the OIL, as demonstrated by the way the hotdesking is generalised without prior consultation of the CSHT or Staff representatives (a powerpoint presentation is not a consultation nor an approval);
- The CSHT has become a recording chamber for the administration's decisions. It is not able to exercise its mandate, as it does not receive information or files such as risk analyses in health and safety at work.

In light of the major changes underway as a result of the pandemic, the new working conditions and the development of digitalisation, Union Syndicale Fédérale Luxembourg asks the College to react urgently and to adopt the following measures:

- To establish a comprehensive and integrative health and safety policy dealing with the 8 pillars of health and safety at work and to put in place an integrated risk system;
- To renew the occupational health and safety framework based on the highest provisions, so that the staff of the Institution are treated fairly regardless of their place of employment;
- To reorganise DG HR so that:
  - health and safety risk analyses are produced for the whole Institution;
  - The internal service for prevention and protection at work is transferred to the Medical Service, alongside the occupational physicians;
  - A labour inspection structure is created within IDOC, its members being responsible for ensuring the proper application of health and safety rules at work;
- To bring staff surveys back to their fair value, i.e. polls and to establish the social dialogue provided for in Commission Decision C (1623) 2006 under the aegis of the CSHT,
- To negotiate with the trade unions the framework relating to the exercise of the functions of the staff representatives with a specific function in the field of health and safety so that they are finally able to exercise their prerogatives as set out in 2006.

It is at this cost that the European Commission will safeguard the right to life, one of the most important rights of the European Convention on Human Rights

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