



TOGETHER FOR LUXEMBOURG

SOCIAL POLICY – WHAT ELSE?

The social policy is not only about the ‘degressive financial support vs income’ we all know from our home country democracies and that effectively exist in our work environment (social joint committees support, subsidized transport and catering, method of adaptation of income when under the national minimum salary). It’s also about the other ‘non-financial services or standards’ that are socially accepted in our home countries and that USFL continues to defend:

- Continuity of quality services for pre-school, school and after school childcare: Crèches, Nurseries, with risks being stopped or (partially) externalized. In the case of the European Schools, there are several issues at stake. Not all languages are available and even if the Luxembourg State opened several chartered European Schools, these only offer a few languages (FR, EN, DE). Also, the salaries offered by the European School are not competitive implying shortage of teachers and education quality issues.
- Maintaining a direct internalized management of catering
- Ensure a decent work-life balance
- require the comfort, well-being, IT security and cost coverage of employees when they work from home
- Demand a better visibility and promotion of the staff committee; the work and means of action of the joint committees and in particular the financial means of the social committees (CCOPS – support for loans, CAS & CASS – social funds, RFSCE – support for school costs)
- provide the same level of legal support than the one available in Brussels
- create a ‘social desk’ (and not just a webpage or manual) to guide colleagues in their administrative walk to get social support

These have certainly been repeatedly conveyed by USFL through the Local Staff Committee. The Institution needs to guarantee a proper and realistic social policy in Luxembourg.

USFL always on deck!

- News: [Lower Income colleagues concerns are obviously pushed under the carpet](#)
- Also repeatedly expressed by USFL through the Local Staff Committee formal gathering with DG HR ([COCOLO](#))
- [Local Staff Committee Final Report - 2019-2022 - EN - with ARES.pdf \(europa.eu\)](#) – see sections 2.3, 3.4, 3.9, 4.1, 4.3.4, 4.3.5, 4.4.7, 4.4.8, 5