

## **ATTRACTIVENESS OF THE LUXEMBOURG SITE**

The High-level group mandated the CALux to elaborate on actions to enhance the attractiveness of the Luxembourgish site. The CALux established one sub-group, led by one of the institutions, per action proposed.

### **List of proposed actions**

#### **Action 1: Luxembourg-specific EPSO competitions**

This action would put at the disposal of EU bodies based in Luxembourg specific reserve lists, in order to recruit candidates, which are interested in taking up their functions in Luxembourg and would stay in this site for a minimum period. The subgroup drafted a number of model clauses to be inserted in the notices of competition.

#### **Action 2: Job-shadowing programmes for career counsellors**

Those programmes would enable the career counsellors in the different EU bodies based in Luxembourg to know better the other institutions and thus give better advice on the career perspectives they offer. Consequently, this action would facilitate inter-institutional mobility in Luxembourg.

This programme has started in late 2021.

#### **Action 3: Common recruiting platform for staff in Luxembourg**

This platform would make recruitments in Luxembourg easier, in particular for other servants, whose contracts are expiring or who are looking for mobility towards another EU body in Luxembourg. A technical solution is being explored.

#### **Action 4: Excellence poles**

This action has the purpose of stressing the five excellence poles identified by the HLG (legal, digital, financial, multilingual and related to the management of data, information and knowledge), in order to attract highly qualified staff to the EU bodies based in Luxembourg.

#### **Action 5: Housing allowance**

The action has the purpose of setting up different scenarios, in order to find a common inter-institutional solution for giving a housing allowance to staff living and working in Luxembourg. The legal possibilities under the Staff Regulations and the budgetary impact of the measure play an important role in the reflections of the sub-group.

#### **Action 6: Temporary housing**

The purpose of this action is putting at the disposal of newly recruited staff temporary accommodation in order to facilitate their first months in Luxembourg, until they find a permanent residence. Ideally, a new construction should be conceived close to Kirchberg. This action needs the cooperation of the Luxembourgish authorities.

### **Action 7: Job platform for spouses**

This action should help spouses of staff members (more specifically newly recruited ones) to find a job in Luxembourg. The programme would include training modules, information materials and a personalised support for job-seeking spouses.

### **Action 8: Inter-institutional cooperation of welcome-desks**

The welcome-desks of the different institutions would share their best practices and carry out common actions in order to optimise the support given to newly recruited staff members.

### **Action 9: Future of the inter-institutional crèches in Luxembourg**

A reflection carried out by the sub-group resulted in a preference for the continuity of the crèche, which would be possibly hosted in a dedicated space in the new KAD building, and a cooperation with the city of Luxembourg would be sought (which would allow substantial benefits for the users).

### **Action 10: Common communication strategy**

The proposals by the sub-group refer to the constitution of an inter-institutional operational group including communication experts, with the support of representatives of the institutions and bodies present in Luxembourg.

### **Action 11: Cooperation with the national authorities**

The sub-group identified the actions requiring a strong commitment by the Luxembourgish authorities. Given the impact of the communication programmes carried out by Luxembourg to promote its image, the proposal suggests merging actions 10 and 11.

### **Action 12: Cooperation with universities**

The sub-group proposed the creation of a network of contacts with different renowned European universities, under the name “REA network - Relation with European Academia”, including representatives of Luxembourg-based institutions and bodies.