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Answer given by Mr Serafin
on behalf of the European Commission
(8.9.2026)

1. Before accepting an offer of employment, prospective Commission staff are informed about their financial rights, social measures and working conditions in Luxembourg. Following Case T-121/25, the Commission has strengthened its communication on individual financial entitlements and eligibility for non-statutory social assistance measure for staff earning below the statutory minimum wage in Luxembourg.

2. The Commission Decision on a payment of social assistance to some Commission staff members employed in Luxembourg (C(2015)4907) already ensures that no staff member receives a net remuneration below the corresponding statutory minimum wage in Luxembourg. More precisely, the Commission compares its staff members' individual net remuneration with the net remuneration that the same person would hypothetically receive under Luxembourgish law, taking into account their personal situation (e.g. family situation).

Hence, the Commission's legal framework addresses in a targeted and efficient manner the situation of staff members in Luxembourg whose remuneration could be inferior to the statutory minimum wage in Luxembourg.

3. The social assistance in the above-mentioned Commission Decision is subject to a yearly review, ensuring that Commission staff members in Luxembourg always receive a net remuneration corresponding to the statutory minimum wage for a qualified worker as defined under the Luxembourg Labour Code. The Commission scheme takes into account the possibility for Luxembourg to increase the minimum level of salaries for qualified workers (e.g. to address the evolution of the cost of living in Luxembourg). The net payments granted to staff members are adjusted accordingly.