

## Assessment EBA - Offer by Luxembourg - Luxembourg City

Criterion/specific issue	Information provided in the offer	Commission assessment
1) The assurance that the agency can be set up on site and take up its functions at the date of the United Kingdom's withdrawal from the Union <i>This criterion concerns in particular the availability of appropriate office premises in time for the Agency to be able to take up its functions at the new location at the withdrawal date. This should include the necessary logistics and sufficient space for offices, meeting rooms and off-site archiving, high-performing telecommunication and data storage networks as well as appropriate physical and IT security standards .</i>		
1.1 Necessary logistics and sufficient space (a total of 4,150 m <sup>2</sup> ) for...	<p>"Luxembourg offers the European Banking Authority a brand-new building, free of rent, which will be completed towards the end of 2018. It will hence still be possible to integrate some of the EBA's specific needs into the building's design." (p. 10)</p> <p>"Located on the route d'Arlon in the centre of Luxembourg City, the building offers 4,200 m<sup>2</sup> of usable space spread over five floors [...] An additional area of about 800 m<sup>2</sup> of restaurant space and common meeting rooms are available, as well as breakout areas, which are located on the outside ." (p. 10)</p> <p>"The Luxembourg government will set up a team of specialists with different backgrounds and skills (architects, engineers, IT specialists and logistics expert) to act as the prime interlocutor to (designated) EBA staff. The team will assess and process the specific needs of the EBA, in order to coordinate the planning, development and outfitting of the building during the construction phase. During the whole transition phase from London to Luxembourg, the team will be in close contact with EBA staff, making sure all needs are met." (p. 10)</p> <p>"The brand new offices, completed in accordance with EBA requirements, will be ready for use as of late 2018." (p. 16)</p>	The offer indicates the availability, by the end of 2018, of a building offering 4,200 m <sup>2</sup> of usable space (plus 800 m <sup>2</sup> of restaurant space, common meeting rooms and breakout areas) and the possibility for EBA specific needs to be integrated into the building's design.
1.1.1 offices for 189 members of staff and 30-35 external staff working on the premises, with 2,345 m <sup>2</sup> of offices space...	<p>"The building can accommodate up to 244 employees, which represents a margin of about 29% ." (p. 11)</p> <p>The table on p. 11 mentions 2,381 m<sup>2</sup> of office space and 202-244 work stations.</p>	The offer indicates the availability of 2,381 m <sup>2</sup> of office space and 202-244 work stations.
1.1.1.1 ... where the staff office areas are open space	"Five of the meeting rooms can, if necessary, be converted into open space areas with a total of 42 additional work stations ." (p. 11)	The offer does not specify if the office areas are open space, but mentions the possibility of converting 5 meeting rooms into open space areas with workstations.
1.1.2 a total of 24 meeting rooms (841 m <sup>2</sup> overall), including...	<p>"The meeting areas are designed to be very flexible and can thus be used for meetings of up to 140 participants ." (p. 11)</p> <p>"24 flexible meeting rooms " (p. 11)</p> <p>The table on p. 11 mentions 1,438 m<sup>2</sup> of space for meeting rooms.</p>	The offer indicates the availability of 1,438 m <sup>2</sup> of meeting space, spread over 24 flexible meeting rooms.
1.1.2.1 3 large meeting rooms (up to 68 persons)		The offer does not specify the number of large meeting rooms.
1.1.2.2 17 medium meeting rooms (up to 28 persons)		The offer does not specify the number of medium meeting rooms.
1.1.2.3 4 small meeting rooms (for 2 persons)		The offer does not specify the number of small meeting rooms.
1.1.3 storage, print room and other service premises (774 m <sup>2</sup> )	<p>"The basement has archival space as well as technical and IT rooms, which can be adapted to the specific requirements of the tenant ." (p. 10)</p> <p>The table on p. 11 mentions 1,097 m<sup>2</sup> of space for "other ".</p>	The offer indicates the availability of 1,097 m <sup>2</sup> for archival space, technical and IT rooms and indicates flexibility on adapting such spaces to the requirements of the tenant.
1.1.4 reception and lobby (190 m <sup>2</sup> )	The table on p. 11 mentions 71 m <sup>2</sup> of reception area.	The offer provides information on the availability of a reception area of 71 m <sup>2</sup> .

<b>1.2 high-performing telecommunication networks</b>	<i>"A highly fault-tolerant data centre landscape would not be very useful without strong connectivity. In this field, Luxembourg acts as an ultralow latency huto both citizens and businesses. For businesses Luxembourg offers ultralow latency connection to the 6 main telecom hubs in Europe i.e.: 3,5 ms to Brussels and Frankfurt, 4,8 ms to Strasbourg and Paris, 6 ms to Amsterdam and 8 ms to London. Luxembourg excels in this field, with 28 different fibre routes to Luxembourg, served by 31 different carriers."</i> (p. 13)	The offer provides general information about the connectivity and speed of connection in Luxembourg, without providing detail as to the specific telecommunications networks in the proposed building.
<b>1.3 high-performing data storage networks...</b>	<i>"Luxembourg is highly regarded as a digital trust centre in Europe. As of today the country offers 3 Tier IV Constructed Facility Data centres and 7 Tier IV Design Data centres certified by the independent Uptime Institute, with a total of 23 data centres and 46,741 m<sup>2</sup> of floor space."</i> (p. 13)  <i>"Finally, the Government IT Centre in Luxembourg has unique experience in providing data centre services to public sector bodies. This expertise covers tendering considerations, telecom connectivity, data centre furnishing and IT infrastructure operations. The Luxembourg Government stands ready to provide these services to the European Banking Authority in the framework of a headquarters agreement."</i> (p. 13)	The offer provides general information on the availability of data centres in Luxembourg, without providing details on the data storage networks in the building.
<b>1.3.1 ...including two externally hosted data centres, with all infrastructure components (servers, network, storage, etc.) and equipment owned and managed by the external provider</b>	See 1.3	The offer provides general information on the availability of data centres in Luxembourg, without providing details on the arrangements for the equipment.
<b>1.4 Appropriate physical security standards</b>		The offer does not provide information on physical security at the proposed location.
<b>1.5 Appropriate IT security standards</b>		The offer does not provide information on IT security at the proposed location.
<b>1.6 Availability at the date of the United Kingdom's withdrawal from the Union</b>	<i>"Luxembourg offers the European Banking Authority a brand-new building, free of rent, which will be completed towards the end of 2018. It will hence still be possible to integrate some of the EBA's specific needs into the building's design. The Luxembourg Government will ensure that the building is ready for the EBA to take up its functions at the withdrawal date of the UK from the European Union."</i> (p. 10)	The offer indicates that the proposed building should be available towards the end of 2018.
<b>1.7 Other</b>	<i>"Two-level underground car park for staff and a visitor parking area located in front of the building"</i> (p. 11) <i>"Garden-level restaurant with optional terrace"</i> (p. 11)	The offer provides additional information on the proposed building, in particular on the availability of parking and a restaurant with optional terrace.
<b>GENERAL ASSESSMENT OF CRITERION 1</b>		The offer indicates a building, available to EBA towards the end of 2018, offering 4,200 m <sup>2</sup> of usable space (plus 800 m <sup>2</sup> of restaurant space, common meeting rooms and breakout areas) and the possibility for EBA specific needs to be integrated into the building's design. The offer indicates, more specifically, the availability of meetings rooms, archives, IT and technical rooms as well as of a reception area (of 71 m <sup>2</sup> ). The offer also provides general information on the availability of telecommunications networks and data centres in Luxembourg, without specifying availability to EBA. The offer does not provide information on the applicable physical and IT security at the proposed location.

<p><b>2) The accessibility of the location</b>  This criterion concerns the availability, frequency and duration of flight connections from the capitals of all EU Member States to the airports close to the location, the availability, frequency and duration of public transportation connections from these airports to the location, as well as the quality and quantity of accommodation facilities. In particular, the criterion implies the capacity to allow for the continuation of the volume and intensity of current meeting activities of the Agency.</p>		
<p><b>2.1 Flight connections from the capitals of all EU Member States to the airports close to the location</b></p>		
<p><b>2.1.1 Availability</b></p>	<p><i>"The boutique airport combines the services and destination choices of a large international airport with the tranquillity of a regional one. It is only a 15-minute drive from the city centre and offers direct flights to more than 70 European destinations ." (p. 18)</i></p> <p><i>"There are plenty of flights to the EU's major international airport hubs (Frankfurt, Paris, London, Munich, Vienna, Copenhagen, Madrid) on a daily basis, allowing for seamless connections to all parts of the world without losing hours on your way to the airport: you just need to arrive 40 minutes before flight departure whichever your destination. " (p. 18)</i></p> <p>The table on p. 19 provides an overview of flights to other EU countries.</p>	<p>The offer provides detailed information on the availability of flights to other EU countries, indicating direct flight connections to 13 EU capitals as well as transfer flights to 12 further EU capitals.</p>
<p><b>2.1.2 Frequency</b></p>	<p>The table on p. 19 provides an overview of flights to other EU countries, indicating that the frequency for direct flights to EU capitals ranges from 2 flights per week to Athens to 5 flights per day to Amsterdam, and that the frequency of transfer flight to EU capitals ranges from limited to Nicosia to several for the rest.</p>	<p>The offer indicates the frequency of direct flights to other EU capitals, ranging from two flights per week to 5 flights per day. For transfer flights, the offer indicates that there are "several" connections, except for Nicosia for which the connections are "limited".</p>
<p><b>2.1.3 Duration</b></p>	<p>The table on p. 19 provides an overview of flights to other EU countries, indicating that the duration of direct flights to 13 EU capitals ranges from 1h00 to Paris to 2h55min to Athens and that duration of transfer connections to 12 EU capitals ranges from 2h50min to Zagreb to 4h30min to Sofia.</p>	<p>The offer provides detailed information on the duration of direct flights to 13 EU capitals, ranging from 1h00 to 2h55min and of transfer connections to 12 EU capitals, ranging from 2h50min to 4h30min.</p>
<p><b>2.2 Public transportation connections from these airports to the location</b></p>		
<p><b>2.2.1 Availability</b></p>	<p><i>"Park &amp; Ride car park (700 spaces), public transportation, supermarkets, sports and recreational facilities as well as hospitals are only a few minutes' walk away " (p. 11)</i></p> <p><i>"Luxembourg offers a large and affordable public transport system, connecting Luxembourg City to the rest of the country as well as the neighbouring regions in France, Germany and Belgium ." (p. 20)</i></p> <p><i>"Route d'Arlon is only a few minutes away from Luxembourg's international airport and Luxembourg City's central railway station, which provide for a wide range of connections to European destinations such as Paris, Amsterdam, Madrid, Milan, Vienna, London, Brussels, Copenhagen, Berlin or Frankfurt. " (p. 10)</i></p>	<p>The offer provides general information on the availability of public transportation in Luxembourg, but without providing specific information about the availability of public transportation connections between the airport and the proposed location.</p>
<p><b>2.2.2 Frequency</b></p>		<p>The offer does not provide information on the frequency of public transport connections between the airport and the proposed location.</p>
<p><b>2.2.3 Duration</b></p>		<p>The offer does not provide information on the duration of public transport connections between the airport and the proposed location.</p>
<p><b>2.3 Accommodation facilities</b></p>		
<p><b>2.3.1 Quality</b></p>	<p><i>"Luxembourg offers a wide variety of hotels, from family hotels through to historic chateaux. The City of Luxembourg is full of business hotel rooms as remarkable for their historic setting as for the modern convenience of their comforts ." (p. 20)</i></p>	<p>The offer indicates the availability of a variety of accommodation options, ranging from "châteaux" to family hotels and business hotels.</p>

<b>2.3.2 Quantity (almost 9,000 hotel nights/year)</b>	<i>"Be they close to the city airport or set in Luxembourg's rural regions, more than 6,000 hotel rooms are available in the country. Capacity will further increase in the near future, as projects under way will add more than 1,000 rooms in Luxembourg City ." (p. 20)</i>	The offer indicates the availability of more than 6,000 hotel rooms in the country and mentions a project to increase the capacity with an additional 1,000 rooms in the future in Luxembourg City.
<b>2.4 Other</b>	<i>"Route d'Arlon is only a few minutes away from Luxembourg's international airport and Luxembourg City's central railway station, which provide for a wide range of connections to European destinations such as Paris, Amsterdam, Madrid, Milan, Vienna, London, Brussels, Copenhagen, Berlin or Frankfurt. " (p. 10) "Luxembourg can also be reached by a high-speed train connection to Paris [...]. " (p. 18) "Luxembourg is one of the hubs covered several times daily by a long-range coach service linking airports between the Grand Duchy, Belgium, France and Germany." (p. 18)</i>	The offer provides additional information on the availability of train connections from Luxembourg to Paris and other European destination and of long-range coach service linking airports between Luxembourg, Belgium, France and Germany.
<b>GENERAL ASSESSMENT OF CRITERION 2</b>		<p>The offer indicates the availability of flights to other EU countries, indicating direct flight connections to 13 EU capitals as well as transfer flights to 12 further EU capitals. The offer indicates the frequency of direct flights to other EU capitals, ranging from 2 flights per week to 5 flights per day. For transfer flights, the offer indicates that there are "several" connections, except for Nicosia for which the connections are "limited". The offer indicates a duration of direct flights to 13 EU capitals, ranging from 1 hour to 2h55min. and of transfer connections to 12 EU capitals, ranging from 2h50min. to 4h30min.</p> <p>The offer provides general information on the availability of public transportation in Luxembourg, without providing specific information about the availability, frequency and duration of public transportation connections between the airport and the proposed location.</p> <p>The offer indicates the availability of more than 6,000 hotel rooms in the country, ranging from "châteaux" to family and business hotels, and mentions a project to add 1,000 rooms in the future in Luxembourg City.</p>
<b>3) The existence of adequate education facilities for the children of agency staff</b> This criterion concerns the availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the capacity to meet also the future education needs.		
<b>3.1 Availability of multi-lingual, European-oriented schooling that can meet the needs for education facilities for the children of the current staff as well as the future education needs. As of 2016, EBA's 189 members have 130 children, of which...</b>	<i>The Luxembourg educational establishment stands out for its wide choice of multilingual schooling options. EBA staff will have the choice between the European schools, state run or private international schools and the local multilingual school system. Their access to the European schools is guaranteed. Since over 60% of the pupils in the Grand Duchy are non-Luxembourg natives, the state-run and private schooling system has been geared up to cater for the needs of the country's international population (p. 21)</i>	
<b>3.1.1 ...39 attend nursery schools</b>	<i>"There are currently 482 public and private nurseries in the Grand Duchy, most of them using at least two languages. As of October 2017, 20 hours of day-care per week and per child will be free of charge. " (p. 21)</i>  See 3.1	The offer indicates the existence of 482 public and private nurseries in the country. The offer does not provide information on the number of available places at nursery level, but the offer indicates that access for children of EBA staff to the European schools, which include nursery, is guaranteed.



<p><b>3.1.2 ...77 attend primary/secondary schools</b></p>	<p>"There are two European schools in Luxembourg, one in Kirchberg (ESL 1) and the other in Bertrange / Mamer (ESL 2). Both campuses are within a 6 km drive from the projected EBA office. They follow the same syllabus and share the same administrative structure. Both schools offer nursery, primary and secondary levels. Both schools have English, French and German speaking sections and teach Irish. Pupils of the following mother tongues and sections are automatically enrolled in the ESL 1: Bulgarian, Dutch, Estonian, Finnish, Latvian, Lithuanian, Polish, Portuguese, Spanish, and Swedish, whereas pupils of the following mother tongues and sections are automatically enrolled in the ESL 2: Czech, Danish, Greek, Hungarian, Italian, Maltese, Romanian, Slovenian, Slovakian and Croatian." (p. 21)</p> <p>The offer also lists the establishments providing teaching leading to the International Baccalaureate in English, French and Spanish; A-levels and IGCSE in English (+ French and/or German); French diplomas, and German and Luxembourgish diplomas in German and French (p. 22-23)</p>	<p>The offer indicates in a detailed way the existence of (i) two European schools which have nursery, primary and secondary schools, which offer teaching in all EU languages and to which access for children of EBA staff is guaranteed; (ii) private and state schools providing teaching leading to International Baccalaureate in English, French and Spanish; A-levels and IGCSE in English (+ French and/or German); French diplomas, and German and Luxembourgish diplomas in German and French, without providing specific information about the number of available places.</p>
<p><b>3.1.3 ...14 attend universities</b></p>	<p>"In terms of higher education, the Grand Duchy's University of Luxembourg, founded in 2003, offers a truly multilingual (programmes are generally taught in two languages French/English or French/German, some in three and some are entirely taught in English), international (academic staff originates from 20 different countries; nearly 6,200 students originate from 120 different countries) and research-oriented curriculum, making it the second most international university in the world according to the Times Higher Education ranking." (p. 23)</p> <p>"The University has three faculties and three interdisciplinary centres:</p> <ul style="list-style-type: none"> <li>• The Faculty of Science, Technology and Communication (FSTC)</li> <li>• The Faculty of Law, Economics and Finance (FDEF)</li> <li>• The Faculty of Language and Literature, Humanities, Arts and Education (FLSHASE)</li> <li>• The Interdisciplinary Centre for Security, Reliability and Trust (SnT)</li> <li>• The Luxembourg Centre for Systems Biomedicine (LCSB)</li> <li>• Luxembourg Centre for Contemporary and Digital History (C2DH)" (p. 23)</li> </ul> <p>"Students can also enrol in 6 different universities within a 100km radius, linked to the University of Luxembourg by the network of the University of the Greater Region.</p> <p>There are also a number of foreign universities that have set up campuses in Luxembourg." (p. 24)</p>	<p>The offer indicates the existence of one university in Luxembourg offering multilingual programmes (French/English, French/German, some in three languages and some in English) in three faculties and three interdisciplinary centres. The offer also indicates the existence of 6 further universities within a 100 km radius, without providing detailed information on the study programmes and linguistic offer.</p>
<p><b>3.2 Other</b></p>	<p>"Children of EBA staff will have access to the Interinstitutional Children's Centre (CPE). The CPE aims to provide parents from EU Member States who are officials and agents of the European institutions in Luxembourg with access to after-school care facilities for their children" (p. 21)</p>	<p>The offer provides additional information on the access of children of EBA staff to the Interinstitutional Children's Centre for after-school care.</p>
<p><b>GENERAL ASSESSMENT OF CRITERION 3</b></p>		<p>The offer indicates the existence of 482 public and private nurseries in the country and that children of EPA staff will have access to the Interinstitutional Children's Centre for after-school care. The offer does not provide information on the number of available places at nursery level, but the offer indicates that access for children of EBA staff to the European schools, which include nursery, is guaranteed.</p> <p>The offer indicates in a detailed way the existence of (i) two European schools, which also include primary and secondary schools, which offer teaching in all EU languages and to which access for children of EBA staff is guaranteed; (ii) private and state schools providing teaching leading to International Baccalaureate in English, French and Spanish; A-levels and IGCSE in English (+French and/or German); French diplomas, and German and Luxembourgish diplomas in German and French, without providing specific information about the number of available places.</p>

<p><b>4) Appropriate access to the labour market, social security and medical care for both children and spouses</b>  This criterion concerns the capacity to meet the needs of the children and spouses of the current as well as of future staff for social security and medical care as well as the availability to offer job opportunities for these.</p>		
<p><b>4.1 Capacity to meet the needs of the children and spouses (ca. 50% of EBA's 189 members of staff are married) of the current as well as of future staff for:</b></p>		
<p><b>4.1.1 ...social security</b></p>		<p>The offer does not provide information of access for children and spouses of EBA staff to social security.</p>
<p><b>4.1.2... medical care</b></p>	<p>"Luxembourg's healthcare system is rated as one of the best in the world. The national healthcare system's quality criteria are high and patients have the right to choose their doctors. The coverage of the national health insurance scheme is among the broadest in the world. Furthermore, the Joint Sickness Insurance Scheme of the European Institutions (JSIS), which covers all those working for the European Union, has concluded agreements with the health care providers in Luxembourg, which offers a reliable framework for everyone falling under this health insurance.  The Grand Duchy currently has four hospital groups, with close to 3,000 beds, as well as an extensive network of assistance and care at home options, including long-term care. " (p. 25-26)</p>	<p>The offer provides general information on the healthcare system in Luxembourg, including its broad coverage and patients' right to choose their doctor, and indicates that the Joint Sickness Insurance Scheme of the European Institutions had concluded agreements with the health care providers in Luxembourg, without providing specific information on the access of children and spouses of EBA staff to healthcare. The offer also indicates the availability of 4 hospital groups with close to 3,000 beds.</p>
<p><b>4.2 Job opportunities for children and spouses of current and future staff</b></p>	<p>"Partners and spouses will find that the Luxembourg labour market is very dynamic and well- connected to Europe and the rest of the world. Due to the country's diverse economy and its international scope, the choice of job openings is broad, especially for people used to a cosmopolitan environment.  Partners and spouses wanting to work can register as jobseekers with the national employment agency (ADEM, Agence pour le Développement de l'Emploi). A personal employment advisor will deal with each individual file and assist in terms of job hunting and careers advice. ADEM will do everything to help you to find a job and offers plans based on the age and qualifications of each jobseeker. Alternatively, it is possible to make use of the large network of professional head-hunters established in Luxembourg.  Aside from being a high-level financial hub, Luxembourg offers a wide range of possibilities in other sectors ranging from more traditional sectors such as manufacturing and logistics to innovative and forward-looking ones such as space exploration and start-ups. Luxembourg has equally become a globally recognised hub  for information and communication technologies (ICT) and is further positioning itself as a centre of excellence in cyber security and data protection. The life sciences sector is rapidly expanding in the Grand Duchy and attracting researchers from across the globe.  Another notable new initiative by the Ministry of Economy represents the newly created "Creative Industries Cluster", which brings together actors in the field of creative industries in the Grand Duchy. It is fair to say that everyone working in Luxembourg will cater to an international clientele. The economy is rooted in this multilingual environment which makes it easily accessible for newcomers.  In recent years, the country has also seen an impressive increase in the number of new business set-ups. The "1€ corporation" initiative, for instance, has allowed entrepreneurs to start their own company with 1 euro as starting capital. New businesses are welcomed and supported. Innovative start-ups are incubated, hosted and coached in publicly and privately owned facilities to ease their early development and to provide access to other actors and markets.  Various public and private initiatives and networking associations assist potential founders and can guide them through administrative steps. " (p. 25)</p>	<p>The offer provides general information on the availability of jobs for expats in Luxembourg in a variety of sectors, without providing specific information on available vacancies. The offer also indicates the availability of job search support via a personal employment advisor and provides information on an initiative to support new business set-ups.</p>
<p><b>4.3 Other</b></p>		

GENERAL ASSESSMENT OF CRITERION 4		<p>The offer does not provide information of access for children and spouses of EBA staff to social security.</p> <p>The offer provides general information on the healthcare system in Luxembourg, including its broad coverage and patients' right to choose their doctor, and indicates that the Joint Sickness Insurance Scheme of the European Institutions had concluded agreements with the health care providers in Luxembourg, without providing specific information on the access of children and spouses of EBA staff to healthcare. The offer also indicates the availability of 4 hospital groups with close to 3,000 beds.</p> <p>The offer provides general information on the availability of jobs for expats in Luxembourg in a variety of sectors. The offer also indicates the availability of job search support via a personal employment advisor and provides information on an initiative to support new business set-ups.</p>
<p><b>5) Business continuity</b></p> <p>This criterion is relevant given the critical nature of the services provided by the Agencies and the need therefore to ensure continued functionality at the existing high level. The criterion relates to the timeframe required to fulfil the four criteria above. It concerns amongst other things the ability to allow the Agencies to maintain and attract highly qualified staff from the relevant sectors, notably in case not all current staff should choose to relocate. Furthermore, it concerns the capacity to ensure a smooth transition to the new locations and hence to guarantee the business continuity of the Agencies which should remain operational during the transition.</p>		
<p><b>5.1 Timeframe required to fulfil the four criteria above</b></p>	<p>"The brand new offices, completed in accordance with EBA requirements, will be ready for use as of late 2018. The relocation of staff and equipment will be scheduled in accordance with expressed needs for continuity ." (p. 16)</p>	<p>The offer indicates that the proposed building would be ready for use as of late 2018.</p>
<p><b>5.2 Ability to allow EBA to maintain and attract highly qualified staff from the relevant sectors</b></p>	<p><b>"MAINTAINING AND ATTRACTING HIGHLY QUALIFIED STAFF</b></p> <p><i>In addition to setting up the EBA's offices and the facilitation of office relocation, the Luxembourg government will also assist EBA staff and their families in moving to the Grand Duchy. A dedicated contact point will act as a facilitator and offer advice and help when it comes to chores such as removal companies, accommodation requests, schooling or any other administrative questions [...]</i></p> <p><i>Whilst the shared objective will certainly be to maintain as much if not all of the EBA's staff, it should be noted that Luxembourg's labour market attracts highly qualified workers. Hence there is no lack of expertise particularly in fields such as consulting, banking or the legal professions. The EIB has for instance recruited more than 900 people over the past two years.</i></p> <p><i>The financial sector benefits from a truly European workforce and roughly half of the residents are foreigners, of which over 42% originate from the EU. However, Luxembourg's highly skilled talent pool goes well beyond its national borders, drawing commuters from France, Germany and Belgium. Around 5 million people live within a 1-hour commute of Luxembourg ." (p. 14)</i></p>	<p>As regards maintaining staff, the offer indicates the intention of Luxembourg to set up a dedicated contact point to help with the relocation of EBA families and the housing market as factors in maintaining the current staff.</p> <p>As far as attracting staff is concerned, the offer indicates the availability of workers, in particular in the fields of consulting, banking and legal professions, and that Luxembourg's talent pool also draws commuters from France, Germany and Belgium.</p>
<p><b>5.3 Capacity to ensure a smooth transition to the new location - EBA can remain operational during the transition</b></p>	<p>"The brand new offices, completed in accordance with EBA requirements, will be ready for use as of late 2018. The relocation of staff and equipment will be scheduled in accordance with expressed needs for continuity. " (p. 16)</p> <p>"If necessary, and especially during the transition phase, provisional offices will be available, at no cost, to EBA staff in charge of coordinating the move and supervising the development of the new EBA building in Luxembourg. " (p. 10)</p>	<p>The offer indicates that the relocation would be scheduled in a way that takes into account the expressed needs for continuity.</p> <p>The offer also indicates that if necessary and especially during the transition phase, provisional offices will be available to EBA staff in charge of coordinating the move and supervising the development of the building.</p>

5.4 Other	<p>"A founding member of the European Union, Luxembourg is one of the three capitals of the European Union and home to EU institutions such as the European Court of Justice and General Court, the European Court of Auditors, the European Investment Bank and the European Stability Mechanism. As the European Banking Authority exchanges and interacts on a regular basis with the European Investment Bank and the European Stability Mechanism, their proximity will be of substantial advantage. Furthermore, relocating the European Banking Authority to Luxembourg will position it at the geographical centre of the European Insurance and Occupational Pensions Authority (EIOPA), the European Central Bank (ECB)/Single Supervisory Mechanism (SSM) and the European Systemic Risk Board (ESRB) in Frankfurt, the European Securities and Markets Authority (ESMA) in Paris, and the Single Resolution Board (SRB) in Brussels. Luxembourg is within a two-hour travel distance from each of these cities." (p. 7)</p>	<p>The offer argues that the proximity to the European Investment Bank and the European Stability Mechanism would be of substantial advantage and points out that Luxembourg is within a two-hour travel from the European Central Bank and other EU agencies and bodies in the financial sector in Frankfurt, Paris in Brussels.</p>
GENERAL ASSESSMENT OF CRITERION 5		<p>The offer indicates that the proposed building would be ready for use as of late 2018.</p> <p>As regards maintaining staff, the offer indicates the intention of Luxembourg to set up a dedicated contact point to help with the relocation of EBA families and the housing market as factors in maintaining the current staff. As far as attracting staff is concerned, the offer indicates the availability of workers, in particular in the fields of consulting, banking and legal professions, and that Luxembourg's talent pool also draws commuters from France, Germany and Belgium.</p> <p>The offer indicates that the relocation would be scheduled in a way that takes into account the expressed needs for continuity. The offer also indicates that if necessary and especially during the transition phase, provisional offices will be available to EBA staff in charge of coordinating the move and supervising the development of the building.</p> <p>The offer argues that the proximity to the European Investment Bank and the European Stability Mechanism would be of substantial advantage and points out that Luxembourg is within a 2-hour travel from the European Central Bank and other EU agencies and bodies in the financial sector in Frankfurt, Paris in Brussels.</p>
6) Geographical spread This criterion relates to the agreed desirability of geographical spread of the agencies' seats, and to the objective set in December 2003 by the representatives of the Member States, meeting at Head of State or Government level and confirmed in 2008	<p>"With regard to criterion 6, Luxembourg agrees with the overarching goal to achieve to the extent possible a balanced representation of agencies across the Union, but underlines that this goal should not undermine the objective of the efficient functioning of agencies. Nor should it be prejudicial to other decisions taken by the representatives of the Member States. Therefore, the applicability of this criterion has to be assessed on a case-by-case basis, taking into account all other relevant factors ." (p. 6)</p>	<p>Luxembourg hosts one EU decentralised agency, the Translation Centre for the Bodies of the European Union (CdT) in the city of Luxembourg.</p>
SPECIFIC ISSUES		
a) The Member State's plan for...		
...when would the relocation take place	<p>"The brand new offices, completed in accordance with EBA requirements, will be ready for use as of late 2018. The relocation of staff and equipment will be scheduled in accordance with expressed needs for continuity. Indeed, depending on the volume to be moved (i.e. with or without office furniture and IT equipment), different scenarios are to be envisaged ." (p. 16)</p> <p>The offer details two possible relocation plans, a "light move" and moving the whole "kit and caboodle ." (p. 16-17)</p>	<p>The offer indicates the availability of the building as of late 2018 and details two possible relocation plans, taking from 3 to 12 working days.</p>



<p><b>...how would the relocation take place</b></p>	<p>"Light move": If the move exclusively concerns personal office belongings and agency archives, relocation companies estimate a period of 2-3 working days for the complete resettlement of the EBA's 175-190 staff members. EBA employees would be asked to pack their personal office belongings in London beforehand. Loading would take one day, transfer to Luxembourg a further day (if possible overnight) and one day would be required for offloading. The new IT infrastructure has to be installed and tested from servers to computers and crucial IT staff should be available at the new location when staff arrive. Such a "compressed 3-day relocation move" is possible as the receiving offices will be ready to run upon entering. It would be feasible to kick off the move on a Friday and be fully operational again on the following Tuesday.</p> <p>If the preference is to ensure continuity (teams working in parallel in London and in Luxembourg), services could be moved in batches over a two-week period " (p. 16)</p> <p>"Moving the whole "kit and caboodle": If the agency prefers to move with furniture and existing IT equipment, at least 12 working days, consecutive or spread out, would be required.</p> <p>Depending on accessibility in Canary Wharf and the amount of material/ equipment to be moved, packing/loading, overnight transport from London to Luxembourg, unpacking and installing can be done for an average of 30-35 people per 4 working days. One day of packing and one day of loading per 35 staff members, transfer to Luxembourg and one day of offloading would mean 4 days out of office per person. Two weeks (or 10 working days) for packing and loading of all staff, with regular departures followed by offloading, would require approximately 12 working days in total from the first day of packing to the last day of offloading for the entire staff. Each employee would be out of office during 3-4 working days. This could be done either during a continuous period or in steps. Archives can be transferred at the same time or separately, depending on the sensitivity of the documents and records. (p. 16-17)</p>	<p>The offer indicates in a detailed way two possible relocation plans, depending on the volume to be moved. One for a move only of office belongings and agency archives and one for a complete move, also including furniture and existing IT equipment. The offer indicates that the light move could be completed in 2-3 working days, in one action or in batches to ensure continuity with teams working in parallel in London and Luxembourg. The offer indicates that the complete move would take approximately 12 working days and could be carried out during a continuous period or in batches.</p>
<p><b>How would this plan ensure that the Agency remains operational?</b></p>	<p>The offer indicates the possibility to relocate in batches (p. 16-17), in order to ensure continuity.</p> <p>"Staff with family, and in particular children in school, can opt for moving either at the same time as the agency or if they prefer not to change school during the year, they can do so over the summer either in 2018 or in 2019. As Luxembourg enjoys excellent connections with London City Airport, weekly commutes are possible. " (p. 16-17)</p>	<p>The offer indicates the possibility to relocate in batches in order to ensure continuity with EBA teams working in parallel in London and Luxembourg and of staff opting for moving over summer in either 2018 or 2019, referring to the possibility of weekly commutes.</p>
<p><b>GENERAL ASSESSMENT OF SPECIFIC ISSUE a)</b></p>		<p>The offer indicates the availability of the building as of late 2018. The offer indicates, in a detailed way, two possible relocation plans, depending on the volume to be moved. One for a "light" move only of office belongings and agency archives and one for a complete move, also including furniture and existing IT equipment. The offer indicates that the light move could be completed in 2-3 working days, in one action or in batches to ensure continuity with teams working in parallel in London and Luxembourg. The offer indicates that the complete move would take approximately 12 working days and could be carried out during a continuous period or in batches.</p> <p>The offer indicates the possibility for staff of opting for moving over summer in either 2018 or 2019, referring to the possibility of weekly commutes.</p>
<p><b>b) The premises that would be offered to be rented or put at the disposal of the Agency, including temporary premises</b></p>	<p>"Luxembourg offers the European Banking Authority a brand-new building, free of rent, which will be completed towards the end of 2018. It will hence still be possible to integrate some of the EBA's specific needs into the building's design. The Luxembourg Government will ensure that the building is ready for the EBA to take up its functions at the withdrawal date of the UK from the European Union ." (p. 10)</p> <p>"Located on the route d'Arlon in the centre of Luxembourg City, the building offers 4,200 m<sup>2</sup> of usable space spread over five floors. The building features generous office space, meeting rooms, a lobby and breakout areas as well as sanitary facilities. The basement has archival space as well as technical and IT rooms, which can be adapted to the specific requirements of the tenant. An additional area of about 800 m<sup>2</sup> of restaurant space and common meeting rooms are available, as well as breakout areas, which are located on the outside ." (p. 10)</p> <p>"If necessary, and especially during the transition phase, provisional offices will be available, at no cost, to EBA staff in charge of coordinating the move and supervising the development of the new EBA building in Luxembourg. " (p. 10)</p>	<p>The offer indicates the availability, by the end of 2018, of a building on route d'Arlon, Luxembourg.</p>

<b>How would these premises meet the specific needs of the Agency?</b>	See 1.1 <i>"The Luxembourg government will set up a team of specialists with different backgrounds and skills (architects, engineers, IT specialists and logistics expert) to act as the prime interlocutor to (designated) EBA staff. The team will assess and process the specific needs of the EBA, in order to coordinate the planning, development and outfitting of the building during the construction phase. During the whole transition phase from London to Luxembourg, the team will be in close contact with EBA staff, making sure all needs are met. If necessary, and especially during the transition phase, provisional offices will be available, at no cost, to EBA staff in charge of coordinating the move and supervising the development of the new EBA building in Luxembourg ."</i> (p. 10)	The offer indicates the possibility for EBA specific needs to be integrated into the building's design and the intention to set up a team of specialists to assess and process the specific needs of EBA as far as the building is concerned. It also mentions the availability of provisional offices for EBA staff in charge of coordinating the move and supervising the development of the new EBA building.
<b>GENERAL ASSESSMENT OF SPECIFIC ISSUE b)</b>		<b>The offer indicates a building on route d'Arlon, Luxembourg, which, according to the offer, can integrate EBA specific needs and indicates an intention to set up a team of specialists for that purpose. The offer also indicates the availability of provisional offices for EBA staff in charge of coordinating the move and supervising the development of the new EBA building.</b>
<b>c) The financial terms for the Agency's use of these premises</b>	<i>"Luxembourg will provide a dedicated building free of rent that will be operational in time, thereby allowing for a risk-free relocation from London ."</i> (p. 4)  <i>"If necessary, and especially during the transition phase, provisional offices will be available, at no cost, to EBA staff in charge of coordinating the move and supervising the development of the new EBA building in Luxembourg ."</i> (p. 10)	The offer indicates that the proposed building will be provided by Luxembourg free of rent and that if necessary, provisional offices will be available, at no cost, to EBA staff coordinating the move.
<b>Would the Member State pay the rent for a given period or indefinitely?</b>	See c) 1	The offer indicates that the building will be provided by Luxembourg free of rent.
<b>GENERAL ASSESSMENT OF SPECIFIC ISSUE c)</b>		<b>The offer indicates that the proposed building will be provided by Luxembourg free of rent and that if necessary, provisional offices will be available, at no cost, to EBA staff coordinating the move.</b>
<b>d) The terms concerning maintenance of the building</b>	<i>"A service company will be in charge of the maintenance of the building and its surroundings, the cleaning of the common areas and outside windows, waste removal and recycling. They will also perform regular checks of the building's technical equipment and infrastructure ."</i> (p. 11)	The offer indicates that a service company would be in charge of the maintenance of the building but does not specify who would pay the maintenance costs.
<b>The terms concerning upgrading and future extensions of the building</b>	<i>"The building can accommodate up to 244 employees, which represents a margin of about 29%."</i> (p. 11)	The offer indicates that the building can accommodate up to 244 employees, but does not provide information on the terms for upgrading and future extensions.
<b>GENERAL ASSESSMENT OF SPECIFIC ISSUE d)</b>		<b>The offer indicates that a service company would be in charge of the maintenance of the building but does not specify who would pay the maintenance costs. The offer also indicates that the building can accommodate up to 244 employees, but does not provide information on the terms for upgrading and future extensions.</b>
<b>e) Any special conditions offered with regard to all costs and dedicated infrastructures</b>		<b>The offer does not indicate special conditions with regard to costs and dedicated infrastructures.</b>
<b>f) Any benefits that would be granted to the Agency and/or its staff in addition to those following from Protocol No 7 on the privileges and immunities of the European Union</b>	<i>"The Protocol (No 7) on the privileges and immunities of the European Union would of course be applicable. The EBA would become part of the EU bodies already settled in Luxembourg and its staff would have access to all the facilities available to the staff of other EU agencies ."</i> (p. 7)	<b>The offer indicates that EBA staff would have access to all the facilities available to the staff of other EU agencies, without providing further details.</b>
<b>Member State's commitment to confirm the conditions offered in a headquarters agreement with EBA</b>	<i>"The Luxembourg Government will be able to draw on its considerable experience of hosting EU institutions to swiftly undertake the steps required to welcome the European Banking Authority, including the conclusion of a headquarters agreement ."</i> (p. 7)	The offer indicates the intention of the Luxembourg government to conclude a headquarters agreement with EBA.

<i>OTHER POSSIBLY RELEVANT ISSUES MENTIONED IN THE OFFER</i>		
<b>Quality of life</b>	<i>"All these factors make Luxembourg the best country globally in which to work abroad (Expatriate Insider, Working Abroad Index 2016). "</i> (p. 27)	
<b>Housing</b>	<i>"High-standard, up-market locations in natural surroundings figure prominently as characteristics of the Luxembourg housing market, which offers a variety of options adapted to different lifestyles, in town, the suburbs or the countryside."</i> (p. 14)	
<b>International financial centre</b>	<i>"Luxembourg's banking industry is fully diversified, covering a wide range of services from corporate and investment banking, through private banking, custody, trustee and fund services to listing and post-trading services. The country is a European hub for a number of key international banks. These banks use the European Passport to serve their EU clientele from Luxembourg, positioning the Grand Duchy as an important financial centre in the European Union."</i> (p. 8)	