



EUROPEAN COMMISSION
DIRECTORATE-GENERAL FOR ENERGY
The Director-General

DIRECTORATE-GENERAL
HUMAN RESOURCES AND SECURITY
The Director-General

SECRETARIAT-GENERAL
Deputy Secretary-General - Chief Operating

Brussels
HR.F.4/LD

NOTE FOR THE ATTENTION OF

MR CRISTIANO SEBASTIANI, CO-CHAIR OF ALLIANCE
MR NICOLAS MAVRAGANIS, CHAIR OF UNION SYNDICALE FÉDÉRALE
MR GEORGES VLANDAS, CO-CHAIR OF REGROUPEMENT SYNDICAL

Subject: Your note dated 19 August concerning the ITER Organization staff reductions

We acknowledge receipt of your note concerning the staff reductions in the ITER Organization (IO) decided by IO management in July 2026 and the procedure followed in that context.

We would like to recall that ITER is an international organisation, with its own legal personality under public international law. Staff working in the organisation is not subject to the Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community (Euratom) but by a distinct statute, adopted autonomously by the ITER Council.

The procedures for amending the ITER Staff Regulations, including the rules governing social dialogue, are specific to the ITER organisation and fall within the governance arrangements set out in the ITER Agreement, to which Euratom, represented by the European Commission, is a Party. Similarly, the role and prerogatives of the staff representation in ITER are defined by ITER's own internal framework and are specific to this organization. They are not derived from the arrangements applicable to staff representation within the Commission. The Commission represents Euratom in the governance of ITER alongside the six other Parties to the ITER Agreement whose representatives are also members of the ITER Council. The positions taken in the ITER Council are coordinated across Commission services as appropriate.

Importantly, this governance framework does not allow for an intervention of the Commission in the social dialogue of the ITER Organization.

.../...

In your letter you express concerns about the potential impact of the ITER Organization's decisions on staff working in the Fusion for Energy (F4E) Joint Undertaking. Let us reassure you that the decisions taken by the ITER Organization do not affect F4E staff, whose employment conditions remain governed by the applicable EU legal framework, and in particular the aforementioned Staff Regulations of Officials and the Conditions of Employment of Other Servants of the European Economic Community and the European Atomic Energy Community.

Finally, let us recall that the ITER staff fall under the jurisdiction of the International Labour Organization Administrative Tribunal, which is competent to adjudicate on whether the procedures followed by ITER complied with the applicable rules and the general principles of law referred to in your note. Thus, individual staff members and their representatives have at their disposal legal remedies to challenge before the competent judicial body the actions by the ITER Organization administration and eventually establish whether the law was observed.

We trust that this letter addresses your concerns. Euratom will continue to exercise its governance responsibilities in the ITER Council in the interest of the project and Euratom's legal and financial obligations.

Céline GAUER

Stephen QUEST

Pascal LEARDINI

c.c.: Mr Coppola (ENER)
Ms Zieba, Mr Ziegler (SG)
Mr Quest, Mr. Roques, Mr Linder, Ms Silva Mendes, Mr Demirdjiev, Ms Mathe, Mr Duluc (HR)