

AlterMutuel



January 1, 2007

AlterMutuel is a Luxembourg-based network of socially engaged employers who are committed to 'Full Empowerment Office' (FEO) principles. These principles of continuous job rotation within companies are meant to liberate employees from the specializations and divisions of work - and the one-sided personal development, alienation from the work process and its societal impacts and lack of mutual respect that follow from that. The network of FEO-committed employers was founded in 2005 to serve the diffusion of FEO principles through awareness-raising, information provision, and since 2011 also through consultancy on legal-organisational challenges.

AlterMutuel predecessor established by three concerned employers.

The owner of a timber-producing plant, the director of a psychiatric institution and the director of the waste collection service decided to join forces, after attending a seminar on FEO principles.

7th February 2005

28th December 2004

AlterMutuel charter introduced.

The three initiators had initially started out under the name of FEO Alliance Echternach. As they soon disagreed about the goals it was to achieve, the initiators re-constituted the initiative with a new name and a charter of key principles.

AlterMutuel joins the AMEN network.

The growing initiative, with 8 members in Echternach and surroundings, joins the international AMEN network. They hope to learn about good FEO-practices, and seek to show that they're far from alone in their activities.

September 2005

26th November 2007

AlterMutuel temporarily suspended.

As Luxembourg national government develops a strict interpretation of the EU directive on workplace conditions regulations, several FEO principles are likely to become illegal as from 01/01/2009. The members decide to suspend the network by majority decision.

[Read more](#)

December 2008

amended Luxembourg workplace regulations

2nd April 2009

Re-start of AlterMutuel

AlterMutuel consultancy started.

The network's development of creative solutions for FEO-based employment under the new workplace regulations have entailed significant costs for legal advice. Having learnt about the demand for advice, two members start a consultancy firm on FEO implementation.

Spring 2010

November 2014

AlterMutuel charter principles discussed in Social Economic Council.

After a few years of fading public attention, the AlterMutuel charter suddenly turns up in a new Social Economic Council work program on 'sustainable labour'.