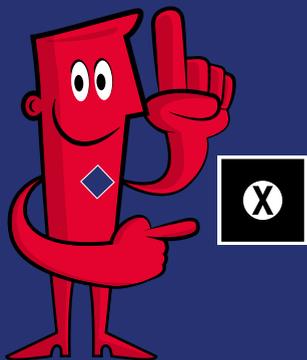


For better work, a better life, become a member and vote for OGBL Finance and Services on **March 12<sup>th</sup>, 2019** social elections.



**Vote OGBL,  
Luxembourg's  
Number 1  
trade union.**

**OGBL Finance Sector**  
31, Rue du Fort Neipperg  
(opposite to Adem)  
L-2230 Luxembourg

Opening hours of our offices:  
Monday to Friday from 8.30 to 17.00

**Postal address:**  
BP 2031 L-1020 Luxembourg  
Phone: 26 49 69-0 – Fax: 26 49 69-433  
secfin@ogbl.lu

[facebook.com/ogbl.secteur.finance/](https://www.facebook.com/ogbl.secteur.finance/)

[www.secteurfinancier2019.lu](http://www.secteurfinancier2019.lu)



**Fight together with OGBL Finance Sector for your right to disconnect.**

The phone, which keeps ringing even after work, when you just sat down to have dinner with your family; the text message, which reminds you of a work-related problem during your summer holiday or at Christmas; the e-mail inbox, which never stops filling up with new messages, directly appearing on your smartphone at any time, seven days a week, 365 days a year.

In the past, work would end when the office door closed behind you. Today, new technologies have delocalised work which allows us to perform tasks anywhere, even abroad.

In the digital era, the phone, tablet or laptop offered by the employer may turn out to be a poisoned gift. Even if the department head sends you an e-mail during the weekend and does not specifically ask for an immediate return, you still read the message and often cannot stop thinking about it. Thus, the intrusion of work into peoples' private life is inevitably accomplished.

The presence of smartphones in our lives has resulted in workers being reachable through various communication channels (by phone call, text message, e-mail or social networks). Consequently, the barriers between our private and working life are blurring and fading.

While technologies have evolved and offer a wide range of new economic opportunities, our brains and bodies have not.

**We need to take a break**, to distance ourselves from work, in short, we have to disconnect. It simply is a biological need of human beings. We need to spend time with our families, play sports or partake in other leisure activities to relax in order to live in good health and work efficiently.

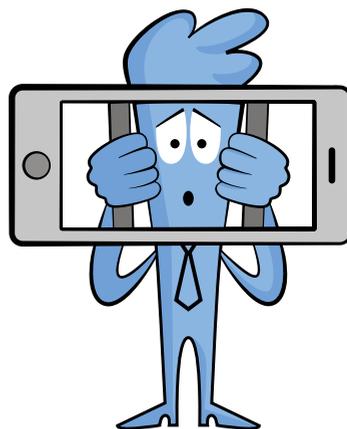
**Information and communication overload involves serious risks for our bodies:** loss of concentration, stress, mental exhaustion, depression, burn-out,... The digital overflow which is invading our lives effectively tends to decrease our cognitive abilities.

Ultimately, being constantly connected does not make us more efficient but ends up reducing our productivity and clearly harms our health and well-being at work. A researcher at the University of Bordeaux-Montaigne conducted a study on the effects of information and communication technologies in which she observed that for workers the constant increase in volume and speed of information translates into stress and loss of time.

According to the "Quality of Work Index" of the Chamber of Employees (Chambre des Salariés), which is published annually, **today in Luxembourg 89% of the world of work is affected by digitalisation** and 55% in a high or very high proportion.

In the study about **61% of workers have declared that they regularly carry out work-related tasks at home**. 20% of the interviewed participants indicated that they work from home on a daily basis. For a majority of workers, digitalisation has led to a multiplication of professional tasks which they have to fulfil. According to the study of the Chamber of Employees, the work overload especially affects managers, intellectual and scientific occupations as well as intermediate and administrative professions.

People working in the service or financial sector are therefore particularly affected by the impact of digitalisation.



## OGBL is proposing concrete solutions!



In a constantly changing world of work, it is essential to introduce restrictions and new rights for workers. The issue regarding the 24/7 accessibility of workers needs to be regulated. A single employee may unfortunately not be able to protect him- or herself efficiently against this growing invasion of their private life. This is why OGBL has formulated a series of demands and concrete actions:

- In order to protect the private and family life of the workers who use the technological means of digitalisation, **OGBL demands the introduction of a genuine right to disconnect**.
- Beyond this demand, **OGBL has already succeeded in including a right to disconnect in certain collective agreements** in companies where we have a majority in worker-representation. For example, OGBL, together with its staff delegation, has negotiated a collective agreement for the employees of the University of Luxembourg which provides such rights.
- It is OGBL's position that **NO employee can be sanctioned because s/he was not reachable during their downtime**.
- OGBL calls for a **clear separation between private life and working time**. Each hour worked needs to be properly entered into the time accounts and compensated accordingly.
- We are actively fighting the issue of **under-staffing**, which leads to excessively long working days and an overload of work for employees.
- We are demanding **clear rules which define telework**, taking into account the rendered working times, in order to protect employees and prevent the intrusion of work into the private life.

Only a strong trade union, represented at national level and in all sectors of our economy, has the expertise and the necessary experience to demand and negotiate together with its staff delegates a genuine right to disconnect. A right, which is adapted to the realities of the working world and allows the protection of health, well-being and private life of workers.

**That is why it is important to support OGBL, Luxembourg's Number 1 trade union.**