

**No matter what age you are,
with us, everyone keeps their place!**

For the first time in history, four generations are now working together in the labour market. Baby boomers (born before 1965) as well as generations X (born between 1966 and 1979), Y (between 1980 and 1995) and Z (after 1995).

This unprecedented collaboration changes the way we think and act, individually and as a group. In this regard, the world of work is not spared either. Work roles, as they were traditionally perceived, are changing, resulting in a reorganisation of work and altering how companies operate. Companies, which are facing an ageing working population. In Luxembourg, as determined in a study by the Luxembourg Institute of Socio-Economic Research (LISER) in 2017, the number of “senior” citizens in companies has more than doubled over the last 23 years (11% in 1994 versus 24% in 2017). The employment rate of 55 to 64 year olds however, still remains below 50%.

OGBL Finance Sector puts security, stability and qualitative employment for all workers back on top of the agenda!

How can we ensure a sustainable work environment and a professional future for all people, young and old?

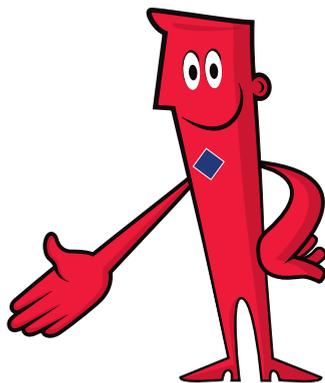
Companies which nowadays think that they do not have to “adapt to employees” are actually going against the flow. It is quite the contrary. In order to address these challenges, it is crucial to adopt an intergenerational approach which is inclusive and egalitarian. An approach which offers young professionals a more engaging way into the world of work and ensures progressive and active end of career options for older workers.



OGBL Finance Sector urgently calls for this issue to be placed on the top of the political agenda!

OGBL Finance Sector specifically demands an obligation to negotiate and include an age management system in collective agreements and company policies, which covers predictive job, career and skills management, including:

- **The recruitment of both younger and older employees and the implementation of an employment plan for each category of worker.**
- **Occupational health and safety for an active and sound participation throughout life.**
The goal is to anticipate, prevent and evaluate health and safety risks in the work place in order to improve the quality of work for employees and not vice-versa. Working conditions, hygiene and security are absolutely necessary in order to prevent or decrease excessive mental and physical constraints weighing on the workers and in order to enable them to work securely and in good health until they reach the retirement age.



- **Anticipating the evolution of professional careers through skills development and life-long learning.**

Social partners are in a good position to anticipate future changes in the labour market. Consequently, it is their responsibility to help guide employees towards the appropriate training. And this is why vocational training is so essential: It allows workers of all ages to have their professional skills and knowledge certified as well as it helps them to adapt to labour market

evolutions, to perfect their skills or even pursue new career opportunities. This is why we, OGBL Finance Sector, are demanding to go beyond a simple training budget and to implement a real life-long learning policy in each company.

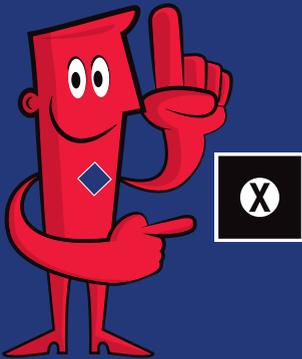
- **Knowledge transfer between young and older workers:** projects for the safeguarding and transfer of knowledge, skills and experience in the work place between generations need to be put in place.
- **Revised work organisation in accordance with the needs of workers throughout their careers:** this can be achieved by adapting working conditions, especially working time as well as the division of tasks between employees, by allowing them to work in flexible working arrangements.
- **Adapting career structures by allowing a gradual transition from working life to retirement.** This gradual transition needs to be available to older workers towards the end of their careers. This is why OGBL has initiated a draft legislation, which is currently being discussed by policy makers, regarding a new regulation which allows to combine part-time work with part-time retirement.

OGBL Finance Sector, together with its staff delegates, pledges itself to put in place these demands within the companies in order to reinforce the interests of the workers in question. Because YOUR interests take precedent over any other interests!

In today's world, faced with strong employers, a weakened union cannot stand its ground. On the contrary, more than ever, we need a forceful, experienced trade union with real know-how, determined and relentless but always open to dialogue and negotiation. Only OGBL Finance Sector, which is part of Luxembourg's biggest trade union, can offer this strength and defend your interests.

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

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



**Vote for 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.financier/](https://www.facebook.com/ogbl.secteur.financier/)

www.secteurfinancier2019.lu