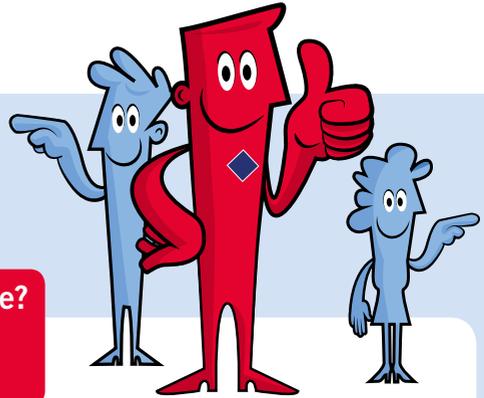


DECEMBER 2018



**Need or want a career change?
OGBL Finance Sector
supports you!**

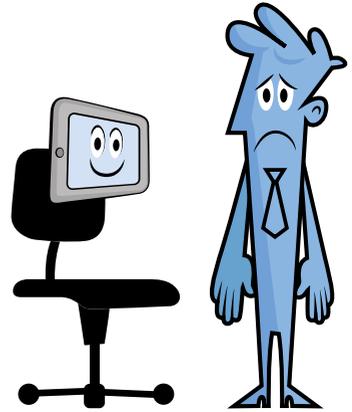
"Do I dare or do I dare not? If I do not reorient and re-train myself I risk to become less relevant in my company and my position. This new application we are currently testing will be operational in no time. And once it is in place, it will considerably limit my analytical and professional responsibilities. However, maybe this software is a chance, a chance to finally push forward my professional aspirations. I am only halfway through my career. What shall I do? Opt for a training to acquire new skills? For what job? If I speak to my manager or to HR, will they understand me, will they support me? I had finally thought that I had found my place: interesting work, a reliable team, even my relationship with my supervisor is great. Why risk it all? I have invested so much to get where I am today and I even hoped to become head of department one day."

Vote for OGBL, list n°1

Together, strong for our future!

The finance sector certainly is one of the sectors which in recent years had to overcome a number of challenges and changes. Having to adapt to multiple new regulatory orders has resulted in a number of company-internal reorganisation processes, with significant consequences for workers.

Make no mistake: it is not over yet. In the coming years, the sector will undergo further changes, workers will be confronted with rapidly changing technologies and artificial intelligence while also having to witness a profound shift in the sector's structure. The layout of traditional banks, new generation financial institutions as well as Fintech and other financial services will continue to change. The challenges for employees and companies will hence not become easier.



The same applies to the service sector, which is booming and constantly changing. Buy-outs, mergers, redundancy plans and company transfers are recurring issues that impact and disrupt the professional and private lives of employees.

Tomorrow, digitalization and robotization will lead to the transformation and even the disappearance of jobs, while new jobs will emerge. This is why workers as well as **financial and service-oriented companies** need to remain alert and gain the knowledge and know-how necessary to adapt time and time again to new challenges.

Linear professional careers as we have known them in the past do not exist anymore. They have given way to segmented career paths, defined by many transitions between different positions and jobs as well as between periods of employment, inactivity and training.

In the European Council's resolution from November 21st, 2008, 4 main lines of action were identified:

- Encourage individuals to acquire the **ability to reorient** and re-educate themselves,
- Facilitate **access** to reorientation services,
- Develop quality guidance and **counselling** services,
- Reinforce the **coordination and cooperation between various actors** (government, companies, professional chambers) on national, regional and local level.

The challenges of finding and keeping a job, educating and orienting oneself, anticipating the necessary skills and acquiring the competencies needed to succeed in the working world of tomorrow cannot only lie within the responsibility of the worker. The other actors, such as the government, companies as well as the professional chambers need to also carry their share of the burden.

Research has proven that in a world undergoing technological change it is extremely important that companies invest in the development of their employees. Combining flexibility and security to the benefit of all stakeholders can only be achieved if the flexibility and entrepreneurial freedom of companies is interlinked with the right and the opportunity for employees to partake in training and continuously develop their skills and know-how on a professional level. The company which invests in training and in the development of its employees is actually investing in its own future and success, a future for all. But how can we better foresee and prepare for such changes on a company level? How can we reconcile entrepreneurial flexibility, the need for professional mobility or the responsiveness of companies with the need for security for workers?



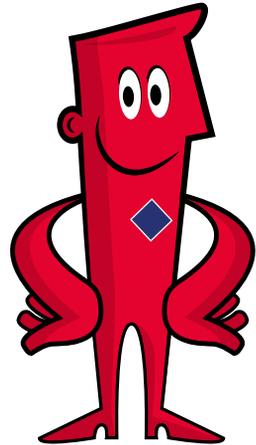
OGBL has drawn up a series of concrete demands!

The concepts of career securitization, job security and professional freedom cannot be watered down to a simple declaration of intent or a training agreement at company or sectoral level. OGBL advocates that each and every worker needs to have a secure and stable career path. **This can be achieved through a genuine right to continuous training and education.**

In a changing world, new rights need to be introduced and implemented in order to efficiently protect workers!

Therefore, OGBL puts forth the following demands:

- The introduction of an obligation for the employer to ensure that the employee is sufficiently familiarized with their position at work.
- Ensure job security, especially in the context of the evolution of jobs, technologies and general organization within the companies.
- Assure renewal of knowledge and skills at regular intervals by actively supporting the professional development of each and every employee.
- Guarantee the progression of qualification levels.
- Foster an open and transparent debate regarding the professional development of workers in companies.
- The introduction of a right to professional mobility.
- The introduction of a right to acquire and use new skills.



To ensure the continuous development of competencies and to establish bridges between different career situations (different jobs, periods of activity or inactivity, training periods, etc.) and to protect the professional freedom of workers, OGBL calls for a **right to professional re-orientation as well as a right to professional development without risks to the employee's career.**

We are fighting for this right to training to become a personal right, linked to the individual worker and not to the employment status or position.

In order to guarantee a quality re-skilling or re-orientation process within the sector or the company, OGBL demands that **all workers, including young employees, must be able to use certified guidance counsellors at any time during their career.**

Faced with the challenges of digitalization in the world of work and the economy in general, OGBL Finance Sector commits itself, together with its staff delegates, to defend and fight for your interests to give you the opportunity to shape your own future.

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.**

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