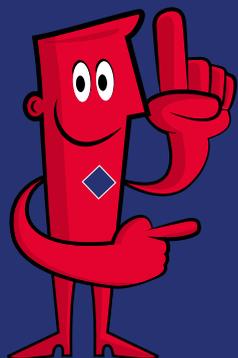


*For better work, a better life, become a member and vote for OGBL Finance and Services on **March 12th, 2019** social elections.*



List n°1



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

OGBL Finance Sector
63, rue de Bonnevoie
L-1260 Luxembourg

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

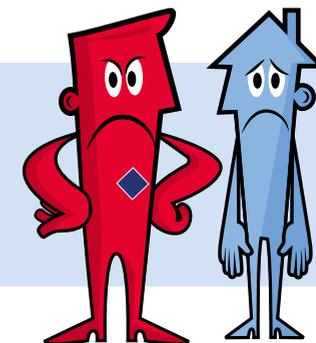
Postal address:
BP 2031 L-1020 Luxembourg
Phone: 26 49 69-0 – Fax: 26 49 69-433
secfin@ogbl.lu

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

www.secteurfinancier2019.lu

DECEMBER 2018

Work intruding into your private life? That's a big NO-NO for us!



Work-life balance is a subject which concerns everybody, men and women, who devote themselves each and every day to their work and their private life.

Our society has changed profoundly over the last decades. The time of working husbands and the stay-at-home wives watching after the kids is officially over. Nowadays, most women are working, either because they want to, for economic independence or out of financial necessity. At the same time, today's dads wish to spend more time with their families.

In a society in which both partners are working and single-parent families are a reality, a healthy work-life balance is indispensable. It not only contributes to the well-being of workers but also to an efficient functioning of our society. This is why the world of work needs to evolve and adapt itself to the new societal realities.

Vote for OGBL, list n°1

Together, strong for our future!

Unfortunately, the working world is often far from this objective: overwork, an increasing number of roles and tasks to fulfil, stress, pressure, lack of time and staff as well as overtime make working days longer and longer...

Humans however, do not have superpowers and often struggle to live up to multitasking or to accommodate a number of things such as picking up the children from school and working overtime in order to finish a project.

Our brain has its biological limits. Trying to cope with several things at once increases the margin of error and as a result we end up overloading ourselves. Prolonged periods of having to juggle several tasks create stress and can affect our emotional and physical well-being in the long term.

The "Quality of Work Index", elaborated and analysed by the Chamber of Employees (Chambre des Salariés) in cooperation with the University of Luxembourg highlights an upward trend of work-life conflicts. In 2014, 13% of survey participants indicated having difficulties to balance out their work and private life most of the time, if not always. In 2017 that proportion/ rate had already increased to 18%.

Yet, work-life balance is crucial for a good quality working-life.



The OGBL's concrete solutions

The concept of work-life balance can never be reduced to a simple statement of intent in a company brochure. In a changing world, new rights must be introduced in order to improve employee protection.

The OGBL has drawn up a series of demands for a modern working world and a better work-life balance which is adapted to the specific needs of workers all along their different life phases:

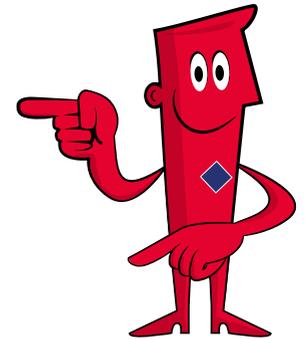
- **Positive flexibility: time-savings accounts.** The principle of time-saving accounts (CET) aims to offer the employees the possibility of saving up additional hours in order to use them in a flexible manner; exchanging them for days off or a reduced working time. The OGBL demands the introduction of a clear legal base for CETs in the private sector. The CETs have to be established through collective or inter-professional agreements in order to avoid an unfavourable one-sided flexibilisation imposed by the employer.

- **Social leave.** Another proposal to improve work-life balance is social leave which allows the employee to take time off, for example to accompany family members in need, without touching their annual recreational leave. Such an arrangement already exists in a number of collective agreements negotiated by the OGBL. However, we believe that the time has come to universalise social leave by law.

- **Right to voluntary part-time work for a fixed period of time.** The OGBL calls for the introduction of a legal basis, allowing employees to choose a part-time working-time arrangement for a limited period of time in order to adapt to the needs and demands of their current life cycle (for example parents with young children). This right needs to be mandatorily interlinked with a right to return to full-time work at the end of that period.

- **A better regulation of telework.** It is time to review the agreement between the social partners in order to allow for a beneficial flexibility. At the same time, it needs to be avoided that telework leads to an overload of work or to a loss of social connection with other employees in the company. This is why collective agreements are the best tool to define telework. Furthermore, questions such as taxation, social security coverage of cross-border workers and data protection need to be addressed.

- **Reduce working time, increase downtime.** In the context of increased work intensity, pressure and stress, the OGBL advocates for a reduction of the general working time without any loss of pay. The working time reduction does not only contribute to a better health protection but is also a tool to balance work and private life more efficiently/effectively.



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