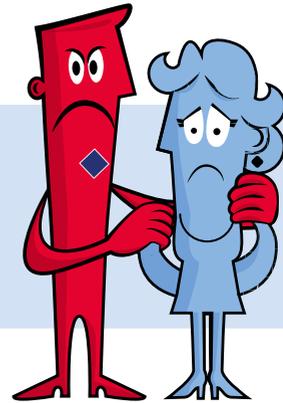


JANUARY 2019



Your well-being is our concern!

Do you suffer from stress at work?

If you answered yes to this question, you are not alone. According to the European Agency for Safety and Health at Work (EU-OSHA), almost 50% of European workers say that stress is common in their workplace.

And for a good reason: in a constantly changing work environment, work becomes more and more demanding and complex. This leads to an increase in work intensity, performance pressure and stress levels, negatively impacting our lives.

Vote for OGBL, list n°1

Together, strong for our future!

Unfortunately, these risks are often misunderstood, misinterpreted or even stigmatised.

Burnout and stress actually have very concrete causes and are triggered by poor organisation and management, leading to harmful working conditions:

- **Conflict-prone work relationships (such as tensions in the chain of command or between colleagues, verbal or even physical attacks)**
- **Conflicting demands and ineffective communication**
- **A too heavy workload and too long and intense working hours without having the possibility to fully recover**
- **Continuous disruptions and noise (e.g. open-plan office)**
- **No autonomy and restrictive work orders, no decision-making authority or lack of role clarity**
- **Intrusion of working life into private life**

...and impacting the mental and physical health of employees.

Regrettably, most of the time when psychosocial risks are detected in a company, cases are addressed on an individual basis and no questions are raised regarding the general organisation and management style within the company.

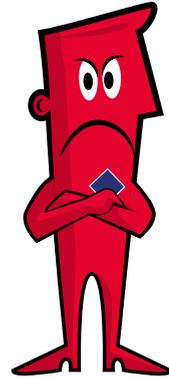
Similarly, in terms of preventive actions, often only awareness raising campaigns or guides of good practice are actually realized. However, faced with the rapid spread of these health risks and contributing factors, the responses mentioned above simply prove to be absolutely ineffective to prevent the further spread, resulting in more and more workers being affected.

We need to stop to blame the workers for their ill health! The well-being of workers needs to be an absolute priority.

Stress is not a question of character: Indeed, there are a series of exercises and tips one can follow in order to learn how to better manage stressful situations. But these approaches only treat the symptoms of stress without actually resolving the underlying causes.

This is why OGBL calls for a preventive policy to be put in place in the workplace regarding the well-being of the employees. This policy needs to become part of the social dialogue on a sectoral level as well as within companies.





Stress is not a sign of success: In our society, performance is considered to be an inherent value and the expectation to fully commit oneself to the job is almost self-evident. However, this societal mindset can actually be very dangerous. Permanent exposure to stress does not promote good work and productivity. On the contrary, it can make you sick. Phenomena such as burnout, overwork, excessive fatigue and physical and mental discomfort are affecting an increasing number of people. The reality is that stress is hurting employees, businesses, the economy and society as a whole.

This is why at the legislative level, we demand that burnout and stress are officially recognised as occupational illnesses: because only legislation (and therefore an obligation to comply) will encourage companies to efficiently act in the field of occupational risk prevention.

The same applies to sectoral and company-specific collective agreements. They must officially recognize these conditions as occupational diseases, ensure that actors are held accountable and foresee concrete actions to guarantee the health and well-being of the employees.

OGBL Finance Sector together with its staff delegates commits itself to implementing these demands in your interest within the companies. Because YOUR interests take precedence over all others!

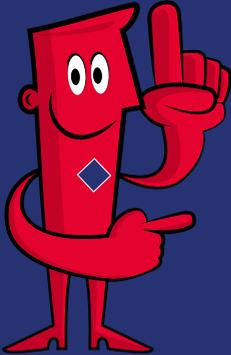
Make a difference!

Since 1994, OGBL has been the only trade union in Luxembourg with actual competences in health and safety.

Initiatives, such as the improvement of legislation, training courses for staff delegates and trade union members, “stress at work” consultations as well as our active involvement in the Chamber of Employees’ (Chambre des Salariés) “Quality of Work Index” are only a few examples of our know-how in the field of occupational health.

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

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