



**OGB-L**

**RIGHT  
NOW!**

Complete file



**OGBL Onafhängege Gewerkschaftsbond Lëtzebuerg**  
60 bd J.-F. Kennedy | L-4170 Esch-sur-Alzette  
T. +352 2 6543 777  
ogbl.lu f ogbl.lu t OGBL\_Luxembourg



# The time has come to act

Since the outbreak of the health crisis, the OGBL has done everything possible to ensure that it does not turn into a deep social crisis. Whether in the companies or in negotiations with the government and employers, the OGBL has constantly intervened to defend the rights and interests of employees so that they do not end up being the big losers in this crisis.

It is a fact that the Luxembourg economy has been severely tested over the last 18 months. The OGBL has supported many of the necessary measures decided by the government to help companies, which would otherwise have had great difficulty in staying afloat. It can be said today that the worst has been avoided in this respect, even if many companies have had problems and some of them are still feeling the effects of the crisis.

But it is undoubtedly the employees and their families who have suffered the most during this period. The social inequalities that were already growing insidiously in Luxembourg before the crisis have, as expected, simply exploded with the health crisis. It is now more than time to provide adequate political responses to this state of affairs and thus reverse the trend. The time has come to act.

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## More purchasing power, better wages

Right now...

- for a strengthening of employees' and pensioners' purchasing power, in order to maintain domestic demand at a high level and to support the economic recovery.
- for an adjustment of family benefits, which goes beyond the now confirmed reindexation of family allowances - a result of OGBL's action, but which does not compensate for the loss in value due to the deindexation of family benefits. The OGBL demands a revalorization of 7,7%.
- for an end to all discriminations against cross-border workers concerning family benefits.
- for the defense of the automatic indexation of wages.
- for a better consideration of the real loss of purchasing power in the index (housing costs and CO<sub>2</sub> tax).
- for an increase of the minimum social wage in order to put an end to the phenomenon of the "working poor".
- for a reform of the law on collective bargaining agreements, so that more employees can benefit from their advantages.

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## Secure jobs

### Right now...

- for the implementation of a coherent policy for continuing vocational training and making it a real right for the employee. This is the best way to ensure that the digital transformation and the ecological transition are not accompanied by massive job losses.
- for a reform and strengthening of the tool of the "plan de maintien dans l'emploi" (job protection plan), in order to act preventively against any risk of mass dismissals.
- for a reform of the legislation on social plans by strengthening the negotiation rights of trade unions.
- for better protection of employees in case of bankruptcy, especially now as the state aid to companies in the context of the pandemic will come to an end.
- for better accompaniment in case of unemployment, in order to transform the unemployment benefit scheme into a real instrument to fight against precariousness.

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## An active policy for affordable housing

### Right now...

- for a fundamental change of course in housing policy. No one denies the state of emergency in housing anymore.
- for an active combat against land speculation through fiscal measures: reform of the property tax and introduction of a national retention tax ("Spekulatiounssteuer").
- for tax instruments that really hit the speculators and not the ordinary citizens. In this respect the OGBL is in favor of a progressive taxation according to the number and size of the owned

properties and land, but also for an exemption of the taxpayer's home residence.

- for a real brake regarding the evolution of rental prices, which reflects the evolution of housing prices but also that of incomes.
- for the introduction of social criteria and degenerativity in the allocation of climate aid for renovations aimed at increasing energy efficiency. It is necessary to avoid that these aids benefit only the richest households.
- for an increase of the rent subsidy, in order to reflect the evolution of the rent prices.
- for a real offensive to create affordable public housing.

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## A fair tax policy

### Right now...

- against additional tax burdens for wage earners, but instead for tax reforms that create more equity and social justice.
- for a new adjustment of the tax scale to the evolution of prices, whereas there has been no adjustment since 2009. This amounts to an insidious tax increase.
- for more tax justice in the arrangement of tax scales, by reducing the tax burden on low and middle incomes, while adding brackets at the top.
- for an end to the disadvantages for single-parent households, which are the most exposed to the risk of poverty.
- against further cuts in company taxation, after all the rate cuts implemented in recent years.
- for an end to the obvious inequality between the taxation of capital income and labor income.
- for taxation of very large fortunes by reintroducing a wealth tax ("Reichtumssteuer") and by providing for taxation of very large inheritances in the direct line.

- ♦ for a financially strong state, which is able to conduct a proactive investment policy in public services, health, social security, public transport, research, education, climate protection, etc.

## A real work-life balance

Right now...

- ♦ for ways of working that allow a better balance between work and private/family life.
- ♦ for a short-term vote on the draft law implementing the national agreement between unions and employers on the right to disconnect.
- ♦ for an expansion of the right to social leave, aimed at covering emergencies related to the employee's health or family, to all employees.
- ♦ for the introduction of a 6th week of legal leave, i.e. a minimum of 30 days of recreation leave.
- ♦ for the implementation of a framework that allows the negotiation of working time reductions without loss of pay, taking into account the specificities of companies and sectors.

## An efficient social security

Right now...

- ♦ against any weakening and any questioning of the universal and solidary character of our social security, which has shown once again its stabilizing role in the health crisis.
- ♦ for a definitive introduction of the generalized third-party payment.
- ♦ for the defense of the system of mandatory contractual arrangements with doctors. This is not the time to liberalize fees and create multiple track medical services.
- ♦ for the improvement and extension of the health

services covered by the National Health Fund, e.g. psychotherapy, orthodontics, eye treatments...

- ♦ for a global reform of the professional redeployment, which solves once and for all the numerous problems at this level.
- ♦ for an increase in the number of beds and staff in hospitals.
- ♦ for the implementation of an ambulatory care under the responsibility of hospitals and the development of the system of medical houses in order to relieve the congestion of emergencies.
- ♦ for the defense of our pension system to guarantee the purchasing power of pensioners. In this respect, the OGBL demands the cancellation of the measures foreseen by the 2013 reform in order to avoid any deterioration concerning the pension adjustment and the year-end bonus.

