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OGBL



The CSL what is it?

Introduction

Whether you are an employee, a pensioner, an apprentice or a job seeker, did you know that you are also a member of the Chamber of Employees (Chambre des salariés - CSL)? Whatever your nationality or place of residence! Those of you reading this are probably wondering: what's the CSL?

And that's a good thing, because that's the question we want to answer in this dossier. Little known, if at all, the Chamber of Employees, of which you are a member, plays an important role in Luxembourg, not only politically, but also in terms of reflection, contributing to the public debate and providing its members with a whole range of resources, including training.

With less than three months to go before the social elections to renew the 60 representatives of employees, pensioners, apprentices and job seekers in the CSL's main body, its Plenary Assembly, we thought it would be interesting to unfold the various facets of this institution. This way, from now on, you won't be able to ask yourself: what on earth is the CSL?

Social

**For the Chamber of
Employees in March 2024**

elections

An important
election that
affects you
directly

—— In March 2023, all employees and pensioners in Luxembourg - ***whether resident or not*** - will be called to elect their representatives to the Chamber of Employees (CSL). This is a ***very important election***, given the tasks that the CSL fulfills on behalf of employees and pensioners.

—— In practice, the social elections for the CSL take the form of a postal ballot. Between the end of January and the beginning of March 2023, ***all employees and pensioners of Luxembourg will receive a letter at home*** (wherever they live) containing a ballot paper which they are invited to fill out and return (free of charge) before March 12, 2024.

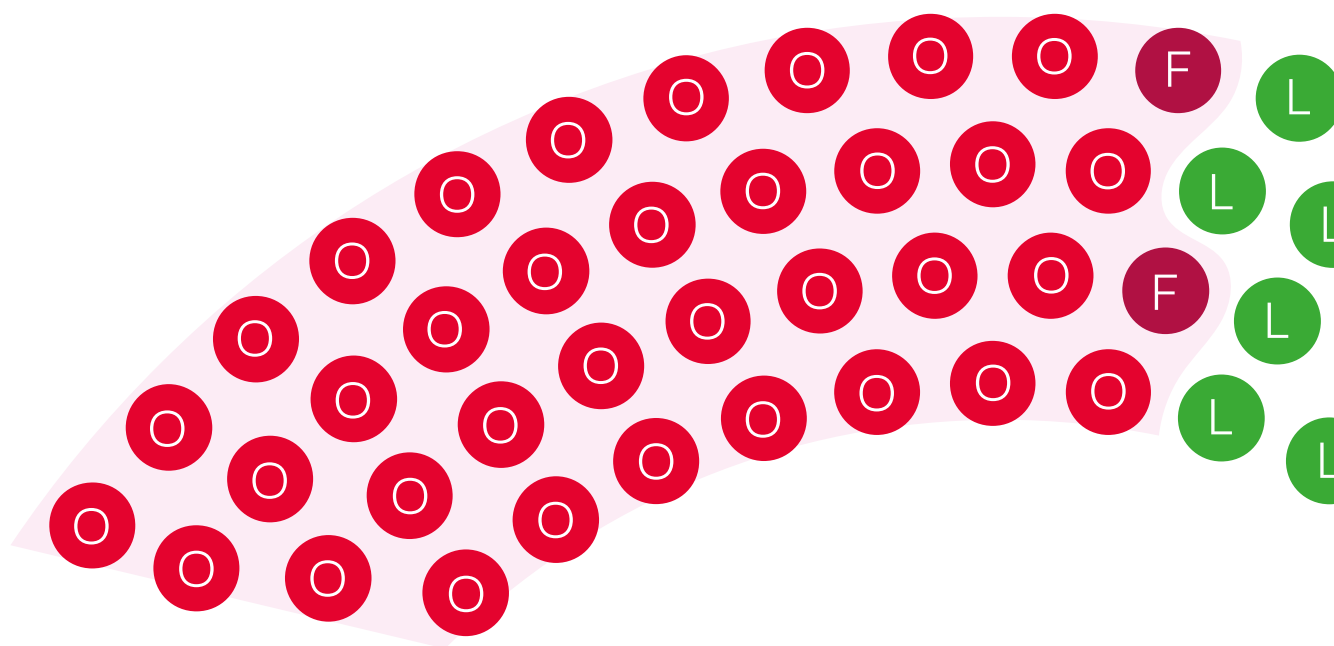
**Take part in
these elections!**

Vote list
2

OGB•L

The CSL Plenary Assembly

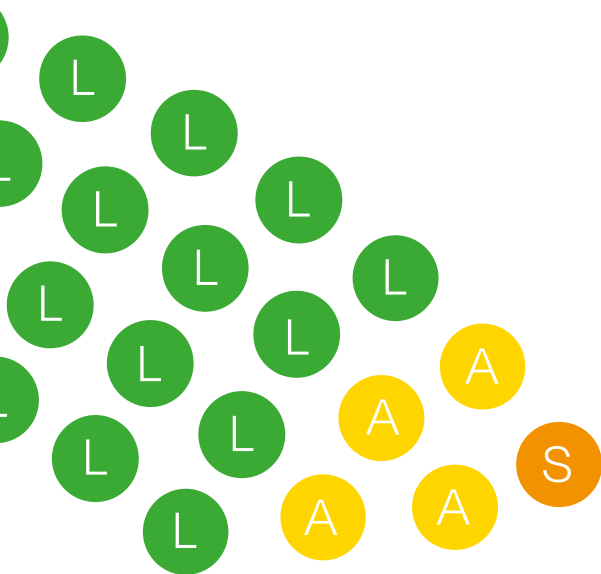
The Plenary Assembly, elected every 5 years in the context of the social elections, is the main body of the Chamber of Employees. Its 60 members are elected by universal and proportional suffrage from lists presented by the trade unions.



35 + 2
OGBL FNCTTFEL



Since the last social elections in 2019, the Chamber of Employees has been chaired by OGBL President **Nora Back**.



18
LCGB

4
ALEBA

1
SYPROLUX

The groups

Group 1

Employees in the steel sector
OGBL: 3 seats of 5

Group 2

Employees in other industrial sectors
OGBL: 4 seats of 8

Group 3

Employees in the construction sector
OGBL: 4 seats of 6

Group 4

Employees in the financial services and financial intermediation sector
OGBL: 3 seats of 8

Group 5

Employees in the service sector and in other branches not specifically named
OGBL: 9 seats of 14

Group 6

Employees belonging to the public administration sector and public companies in the communications, water and energy sector
OGBL: 3 seats of 4

Group 7

Employees in the health and social work sector
OGBL: 5 seats of 6

Group 8

CFL active and retired staff, CFL staff receiving an invalidity pension
Landesverband: 2 seats of 3

Group 9

Beneficiaries of an old-age or invalidity pension, with the exception of CFL retired staff and CFL staff receiving an invalidity pension
OGBL: 4 seats of 6

The CSL is one of the **5** professional chambers in Luxembourg

There are 5 professional chambers in Luxembourg, each of which defends the interests of a specific professional group. In fact, professional representation in Luxembourg is characterized by the coexistence of free representation (trade unions and employers' associations) and compulsory representation (professional chambers).

**We're
almost
all CSL**

With the exception of civil servants and public employees, all employees, apprentices, pensioners and job seekers, regardless of nationality or place of residence, are automatically members of CSL.

CSL represents the interests of

445 600 employees
+ 153 000 pensioners
+ 4 000 apprentices
+ 15 000 job seekers

= 600 000
people

**Its main
mission**

... is to represent and safeguard the interests of its members.

The CSL is their voice in the legislative process and in the socio-economic institutions of the country.

The CSL defends our interests

The Chamber of Employees is an official consultative body at the heart of the legislative process. In practice, this means that the government must ask the CSL for its opinion on any new law or Grand Ducal regulation that affects the people it represents.

Each year, the CSL issues approximately 100 opinions on draft laws or Grand Ducal regulations relating to the economy, social affairs, social security, labor law, education and vocational training.

These opinions are taken into account by the deputies when drafting laws, thus influencing the work of the legislator in order to defend the quality of life, purchasing power, rights and social benefits of the 600,000 employees, trainees, pensioners and job seekers represented by the CSL.

The CSL can also submit its own proposals on European legislation and can even propose draft laws on its own initiative.

Vote list
2



The CSL is also a socio-economic think tank

The Chamber of Employees also prepares socio-economic dossiers on a wide range of national and European topics, thus formulating the employees' point of view in macro-social relations by documenting the employees' position. These publications contribute to the public debate and, in particular, help to inform the authorities.

This is a very important work, especially since most of the other studies and analyses that enter the public debate in Luxembourg generally come from institutions or think tanks that are not very sensitive to the interests of employees, pensioners and their families. The CSL, for example, is practically the only institution that produces factual, quantified analyses that support and legitimize the demands of the trade unions.

A case example is the CSL's recent major study on the social minimum wage («Portrait de la population au

salaire social minimum»), which demonstrates with figures that, contrary to popular belief, the social minimum wage (salaire social minimum - SSM) in Luxembourg is far from excessive. What's more, the study provides an unprecedented analysis of the socio-demographic, socio-professional and socio-economic characteristics of SSM beneficiaries.

Another example is the CSL's analysis of the negative effects of the 2012 pension reform (Econews no. 6, May 2023), which shows that once the reform has taken full effect, the pension of an «average employee» after 25 years of retirement will be 23% to 32% lower than it would have been without the reform. This corresponds to a loss of between 314,000 and 404,000 euros.

Votez liste
2



The CSL —

— represents employees, apprentices, pensioners and job seekers in Luxembourg's national institutions.

The Chambre des salariés also appoints employee representatives to the National Health Fund (Caisse Nationale de Santé - CNS), the National Pension Fund (Caisse Nationale d'Assurance Pensions - CNAP) and the labor and social security courts, as well as employee representatives who sit as assessors in the country's labor courts.

The CSL also participates in various consultative commissions to defend the interests of its members.

— informs employees about their rights

The Chamber of Employees provides information on labor law, social security, taxation and the world of work in general.

— is committed to health, safety and well-being

CSL also devotes part of its activities to promoting and developing a culture of prevention and action in favor of health, safety and well-being at work. It also offers a «Stressberodung» service to help victims of work-related stress.

— organizes a wide range of public events

The CSL organizes a variety of events to stimulate public debate:

- conferences and symposiums on economic, political, social and educational issues, as well as on well-being at work
- thematic workshops open to the public on a variety of socio-economic and legal topics
- information sessions on LLLC's range of training courses
- information sessions on leave and support for training.

— launched the Improof reflection platform

In January 2023, the Chamber of Employees also launched a platform for reflection on a fair and sustainable economy, called Improof. This platform aims to present contributions from authors who want to lead reflections in favor of

- quality working conditions
- environmental and social sustainability
- ecologically and socially responsible consumption
- socio-economic development
- distributive justice and social cohesion
- fight against exclusion and inequality
- education and training that includes human development in all aspects of life.



CSL is also about trainings

For more than 50 years, the Chamber of Employees has been committed to the professional development of employees. CSL training courses are a powerful tool for social advancement, open to everyone.

With more than 12,000 registrations per year, CSL's Luxembourg *Lifelong Learning Center* (LLLC) is one of the largest providers of adult education in Luxembourg.

The LLLC offers different types of training, decentralized in different locations, in different languages and according to different formulas.

The training offer

- Evening courses
- Day courses
- Inter- and intra-company seminars
- University programs
- Specialized training
- University access training
- Customized training in the Luxembourg language
- IT, banking, project management and other certifications

Course Options

- Face to face
- Blended Learning
- Virtual classroom
- e-learning

Training Areas

- Office Automation - IT - Digital Transformation
- Finance - Accounting - Tax
- Law
- Communications - Marketing - Sales
- Human Resources
- Management - Leadership
- Personal and Professional Development
- Business - Management
- Banking - Insurance
- Logistics - Purchasing
- Quality - Environment
- Safety - Well-being - Occupational health
- Governance - Audit - Risk Management
- Administration - Secretariat - Reception
- Social

→ More information

lllc.lu

Luxembourg Lifelong Learning Centre
2-4 rue Pierre Hentges
L-1726 Luxembourg
T +352 27 494 600 | Formation@LLLC.lu



The **Training and Seminar Center** of the CSL

The CSL Training and Seminar Center (CEFOS) in Remich offers trade union training courses. The center is a multi-purpose facility ideally suited to holding seminars. It also offers a wide range of services for national, inter-regional and international audiences. The facilities can be used by associations as well as public and private organizations wishing to organize training courses.

→ **More information**

cefos.lu

12 rue du Château
L-5516 Remich
T +352 27 494 500

The CSL - a source of documentation and information available to all

The Chamber of Employees provides a range of publications. These publications are available in several languages and cover the following topics:

- **your rights**
as an employee, apprentice and pensioner
- **socio-economic developments**
at national and European level, as well as topics of general interest
- **health, safety & well-being**
at work



**All publications and newsletters can be
downloaded free of charge from:**

www.csl.lu

Category: Library > Publications



Subscribe to the CSL Newsletter

Betterwork

draws your attention to current issues related to safety, health and well-being in the workplace.

CSLnews

allows you to keep abreast of CSL's activities, as well as political and economic developments in the country.

Droit social en pratique

provides practical information on labor law and social security issues.

Econews

provides you with economic data and statistics to help you critically assess public opinion.

GoFormation

keeps you informed about education, training and human resources issues.

InfosJuridiques

allows you to find out about the interpretation of decisions taken by the courts in the field of labor law.

SocioNews

provides you with explanations of changes in social legislation in Luxembourg.

Chronology

of the Chamber of Employees

1918

June 30: the 2nd National Trade Union Congress calls for the creation of a Chamber of Labor (Chambre du Travail)

1919

November 26: draft law by Nicolas Jacoby for the creation of an elective Chambre de Travail, co-signed by the members of the Sonderausschuss (extraordinary committee for the protection of workers' interests), including the presidents of the *Berg- und Hüttenarbeiterverband* Bernard Herschbach and the *Luxemburger Metallarbeiterverband* Michel Schettlè (predecessors of today's OGBL).

1920

May 5: adoption of the Jacoby draft law (amended) by the Chamber of Deputies. However, the law, published in the *Mémorial* as the law of June 28, 1920, was never implemented.

1924

April 24: creation of consultative, elective professional chambers for workers (Chambre de travail - AK), private employees (Chambre des Employés privés - CEP-L), craftsmen (now Chambre des Métiers) and the agricultural sector (Chambre d'agriculture), in addition to the Chamber of Commerce founded in 1841

1925

In the first chamber elections, the free trade unions win a very large majority in the AK (13 out of 16 seats). The first 2 presidents of the *Chambre du Travail* came from the free trade unions: Léon Weirich of the LBMIIV at the AK, Michel Hack of the *Fédération Nationale des Cheminots* (FNC) at the CEP-L.

1938

The Chamber of Labor publishes a first draft of a Labor Code (not legally implemented until... 2006).

1940-1944

The Chamber of Labor and the Chamber of Private Employees cease operations during the German occupation. Their premises were taken over by Nazi organizations such as *Deutsche Arbeitsfront* and *Kraft durch Freude*

1964

Creation of the Chamber of Civil Servants and Public Employees

1971

Introduction of evening classes (adult education) by the *Chambre des employés privés* - the first step towards the establishment of the Luxembourg Life Long Learning Center (LLLC) in 2003



1976

Opening of the Chamber of Labor's Training and Seminar Center (CEFOS) in Remich

1979

For the first and only time, the OGBL, despite being the largest trade union in terms of votes, is outvoted at the Chamber of Labor by a coalition of LCGB-NHV (predecessor of today's NGL-SNEP)

1984

The OGBL obtains an absolute majority in the Chamber of Labor, which it never relinquishes

1993

July 13: after many years of campaigning by the OGBL, voting rights for professional chambers are opened up to non-Luxembourgers

1993

November 10: for the first time, the OGBL overtakes the Fédération des employés privés (FEP-FIT et Cadres) in the CEP-L elections and takes over the presidency of the two professional chambers for blue-collar and white-collar workers - the FEP joins the OGBL 9 years later

1996

The Chambre des Employés privés offers university-level training for the first time

2006

April 28: signature of the tripartite agreement, introducing a single statute for all private-sector employed persons

2008

May 13: the single status becomes law, all differences in treatment between blue-collar and white-collar workers are abolished - single staff delegations are set up in companies, the National Health Fund (CNS) and the National Pension Insurance Fund (CNAP) replace the former health and pension funds for blue-collar and white-collar workers, the law provides for the replacement of AK and CEP-L by a new unified professional chamber, the Chamber of Employees (Chambre des salariés - CSL).



2008

November 12: in the first elections to the Chamber of Employees, the OGBL wins an absolute majority (36 seats out of 60)

2009

January 5: constituent meeting of the plenary of the CSL, Jean-Claude Reding is elected president of the new chamber

2013

November 13: the OGBL is again able to extend its absolute majority in the CSL, obtaining 38 seats out of 60

2019

March 12: despite the fact that the OGBL has again increased its total number of votes to achieve the historic score of 61.8% (+1.94% compared with 2013), the vagaries of the electoral system mean that it loses three seats - the OGBL retains 35 seats out of 60

2019

June 6: Nora Back elected president of the Chamber of Employees

2023

January 12: CSL launches the «Improof» platform for a sustainable and fair economy



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