



## « HOLD ON A LITTLE LONGER! »

### « CAN'T YOU DO A BIT MORE? CAN'T YOU GO A MILE FURTHER? »

Pain, burn-out, heart attacks... terms that are not so often mentioned or openly talked about! But these days, many people are working to the point of total exhaustion and break-up. Long working hours, high demands and unattainable targets lead to many days of absence and sick leave. Shouldn't we ask ourselves a serious question: how much work do people really have to do?

### « I CAN'T TAKE IT ANYMORE; I DON'T HAVE THE ENERGY »

Many colleagues, men, and women are overloaded. Overload, overwork, deadlines, fear of losing work, etc. There is something wrong with the way our sector works and how management is done.

Yes, globalisation and digitalisation have come at a high price: more speed, more competition, more new tasks, more complexity. We don't know if the next reorganisation is on our doorstep. No time to finish one project, and the next one is already on the agenda, with an untenable deadline. All this does not allow any breath of fresh air that would improve the current situation.

In addition, many colleagues are on duty almost all the time. And they are judged on this.

### EVERYTHING DEPENDS ON THE CONSIDERATION OF THE EMPLOYEE!

Loyalty is only about profitability and meeting targets. These are the only things that count in the financial sector. People are left out in the cold. Only those who meet, or better, exceed their targets can stay, are promoted, and receive a pay rise.

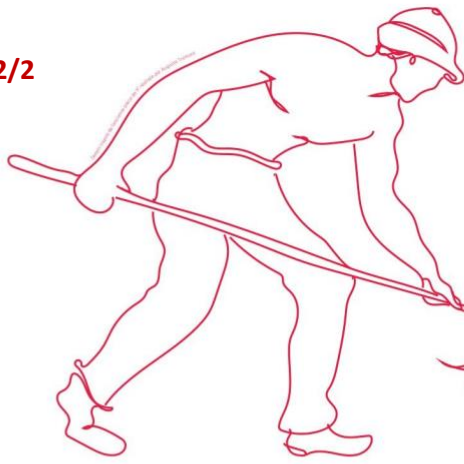
### AN ALMOST ROUND THE CLOCK AVAILABILITY



But there is not only external pressure, but also internal pressure, which often carries much more weight. We define ourselves and others by what we do professionally and how good we are at it. A lot of pressure builds up.

Everything happens at once and it never stops. It's the pace that stresses us. No sooner said than done: the new media, such as chat messages, video conferences, used massively, cause this fast pace. Everyone must react in real time and at any time: if they do not, the reaction is already outdated, obsolete and no longer serves its purpose. This excessive pace and extreme availability are increasing, even at home.

***What about the harmonisation of employees' private and professional lives?  
What about well-being at work?***



hello.ogbl.lu  
www.ogbl.lu

contact: contact.ogbl.lu  
twitter: ogbl\_luxembourg

instagram: @ogbl\_luxembourg  
facebook: OGBL Siderurgie

## WHAT'S WRONG?

The separation between work and private life is becoming increasingly blurred, especially when home office is used. Here too, employees have a 'right to disconnect' and an 'agreement on work-life balance'. Phone calls, the flow of emails outside working hours contributes greatly to a continuous workload with no end in sight.

What can we say about excessive flexibility and constantly changing working patterns? Last-minute changes to schedules? The absence of real weekends? All these factors contribute to the deterioration of working conditions.

## BUT WHERE ARE WE TODAY? WHAT ABOUT THE MUCH-NEEDED ACTION?

Empty words behind pretty facades? The OGBL Steel Industry is ready to take up the challenge to make jobs in our sector more decent. The risk is enormous if nothing happens. Employees will look elsewhere, and they will find it! Perhaps this movement is already underway... aren't the ever-increasing resignations an indication that there is a big problem?

***Don't wait for the situation to deteriorate!  
Your OGBL delegates are there to help you!***

### Help for employees suffering from work-related stress.

#### The Stressberodung service (free of charge) of the Chambre des salariés (CSL)

Employees who suffer from stress at work can undergo an individual, confidential consultation service adapted to the needs of employees. This service is free of charge and the number of consultations is limited to five. Consultations are by appointment only:

- [stressberodung@csl.lu](mailto:stressberodung@csl.lu) ou (+352) 27 494 – 222

ArcelorMittal's **Occupational Health Service doctors and/or social worker:**

- (+352) 5550 2111

### Reporting acts of harassment

**Inspectorate of Labour and Mines (ITM)** – Harassment hotline:

- [harcelement@itm.etat.lu](mailto:harcelement@itm.etat.lu) ou (+352) 247-76103

**Mobbing asbl** (Luxembourg association against moral harassment and stress at work)

- [mobbingasbl@mobbingasbl.lu](mailto:mobbingasbl@mobbingasbl.lu) ou (+352) 28 37 12 12

ArcelorMittal's **Occupational Health Service doctors and/or social worker:**

- (+352) 5550 2111

**ArcelorMittal Reporting line (from any number):**

- (LU) 8008-5260, (DE) 0800-2007620, (BE) 0800-89-138, (FR) 0800-90-0203