-8%
decline in headcount

at audit firms over two years – without any social plan having been implemented.

Profits are skyrocketing at the expense of workers who have been left behind. **Enough with the loopholes: labour law must apply to all companies!**

Come join us for a roundtable discussion.

Save the date

Roundtable

- 15 September 2026
- 5.30 pm → 7.30 pm
- Chambre des salariés
  2-4 rue Pierre Hentges
  L-1260 Luxembourg

Come and meet your trade union representatives and the legal experts from the Chambre des salariés to discuss current management practices and learn how to stand up for your rights.

→ **OGBL Financial Sector will be accompanied and supported by the LCGB-SESF during this roundtable discussion.**

Not yet a member?
hello.ogbl.lu

Does this sound familiar?

Unrealistic utilisation rates, fluctuating targets, pressure, burnout: if any of these sound familiar, you're not alone.

Please contact OGBL Financial Sector, who will assist you with the necessary steps. Every week, we meet with members who are facing difficulties or who simply wish to ask a question.

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OGB·L
Secteur Financier

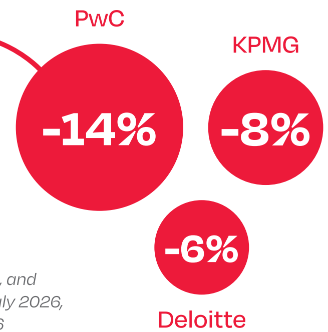
Big Four
in Luxembourg

FACTS

Some eye-opening figures

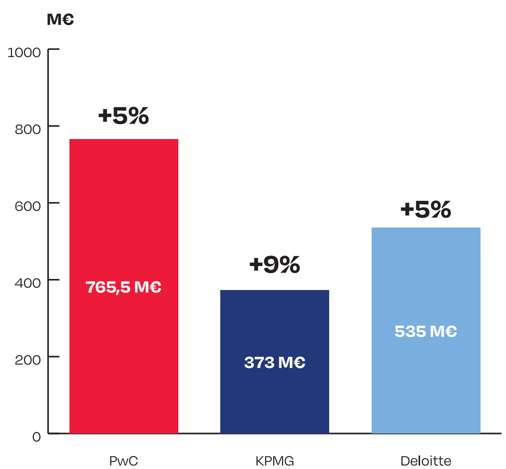
Changes in staff numbers over two years

representing **530 departures over two years,** without any social plan having been implemented.



Source: STATEC, June 2024 vs June 2026, and an analysis by the Idea Foundation, 16 July 2026, reported by L'Essentiel on 2 August 2026

Revenue on the rise in 2025

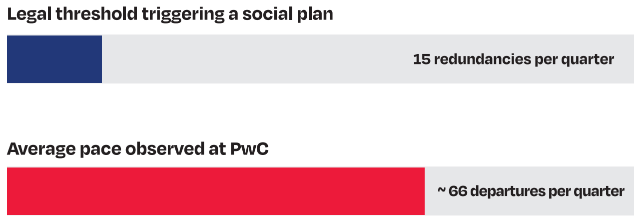


Sources: 2026 annual reports

→ Staff numbers are falling, whilst revenue is rising – all the while several Big Four firms are investing in new headquarters.

ANALYSIS

Organised degradation?



Estimate based on the 530 departures recorded over two years (STATEC), which is nearly 4.4 times the threshold set out in Article 166-1 of the Labour Code

→ **Not replacing staff who leave** and successive reorgs
→ **Shifting targets:** "utilisation rates" over which you have no control, either in terms of how they are allocated or how they change
→ **Outsourcing of tasks** to Portugal, Romania, India or Mauritius

OUR DEMANDS

Genuine transparency

1. **The launch of an independent inquiry** to establish the real causes of the fall in staff numbers: voluntary departures, redundancies, non-replacement, outsourcing, automation?

2. **That authorities ensure** that no company circumvents the legislation on collective redundancies by gradually and covertly reducing its workforce.

3. **A review of the thresholds set out in Article L. 166-1 of the Labour Code,** in order to prevent staff reduction strategies from circumventing the procedures designed to protect employees.

Employees are entitled to transparency.
An independent investigation is now required to clear up any ambiguity. If you are affected, please **contact OGBL Financial Sector in complete confidence.**