

# PESSIS Promoting employers' social services in social dialogue

## Country-case study: Luxembourg



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# Mapping of the **social services sector**

Problematic situation in general even if some strongholds of SD exist

Increasing employment (16,720 in 2011 -  
25,150 in 2018)

Largely dominated by females

High percentage of transborder workers and  
non-Lux residents

LTC insurance as a vector for the sector  
development

Corportate landscape dominated by non-  
profits

GVA of 1,457.7 billion Euro in 2018 (50,154.5  
Billion Euro for the whole economy)

# Social dialogue actors and CB practices

Well-developed social dialogue and strong social partners structures in Luxembourg

Three employers organisations (COPAS, FEDAS and EGMJ)

Two sectoral federations of OGBL and LCGB

CLA for employees in the care and support sector and the social sector (SAS)

Extension of the CLA – 100% coverage

Very comprehensive, large number of issues covered

Number of disagreement issues – work organization, retention, workforce diversity