

iGlobal Law 2024 Annual Alert : Luxembourg

Legal Change	Effective Date	Action required
<p>Date of the next social elections</p> <p>The next social elections of employees' representatives for companies with at least 15 employees will be held on March 12th 2024.</p>	<p>Elections are to be held on March 12th 2024.</p>	<p>If a company employs at least 15 employees, it will have to organise social elections to ensure that the voting day will be March 12th 2024.</p>
<p>Digitalisation of meal vouchers</p> <p>The face value of meal vouchers will rise from a maximum EUR 10.80 to EUR 15. This benefit in kind will be fully digitised and its use limited to the purchase of food products.</p>	<p>January 1st 2024, however the granting of meal vouchers in paper format by the employer and the issuing of such meal vouchers by the issuers remain authorised until 31/12/2024.</p>	<p>Companies will have to adapt their meal vouchers policy in accordance.</p>
<p>On-the-job vocational training - financial compensation for employers</p> <p>This law encourages employees to take part in vocational training in the workplace by introducing financial support for employers.</p>	<p>No specific date but expected to be enacted in 2024.</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>
<p>Regime for third-country nationals for the purposes of highly qualified employment</p> <p>This law updates the previous rules on the EU Blue Card and provides the EU with a targeted legal migration system capable of addressing skills shortages and making it easier for highly qualified workers to join the workforce. More specifically, this law provides, to the benefit of EU Blue Card holders:</p> <ul style="list-style-type: none"> - more flexible and inclusive admission criteria; - more extensive rights; - more favourable conditions for family reunification; - facilitated intra-EU mobility. 	<p>No specific date but expected to be enacted in 2024.</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>
<p>Prohibition of "zero-hour" employment contracts</p> <p>This act prohibits the practice of "zero-hour" contracts, i.e. employment contracts which use a particular clause regarding the working time to be performed by the employee providing for a minimum of 0 hours to be performed.</p>	<p>No specific date but expected to be enacted in 2024.</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>

<p>Transparent and predictable working conditions</p> <p>This act implements Directive (EU) 2019/1152, which promotes more transparent and predictable employment and provides protection for workers against adverse treatment or consequences. It is thus planned to insert provisions relating to:</p> <ul style="list-style-type: none"> - a broadening of the essential information to be provided to employees in relation to their working conditions, as well as rules on the format and deadlines within which this information must be provided; - a framework for the duration of the agreed trial period in fixed-term contracts; - the introduction of effective, proportionate and dissuasive sanctions for infringement; - the introduction of a procedure for transition to more secure and predictable forms of employment, such as transition to an open-ended employment contract or a full-time employment contract; - the application of the principle of accessibility and free access to training courses which are the responsibility of the employer by virtue of legal, regulatory or administrative provisions, or under a collective agreement declared to be of general obligation or from an agreement on cross-industry social dialogue declared to be of general obligation; - the prohibition of provisions that prohibit the apprentice, the employee or the temporary employee from taking up a parallel job, and more particularly the prohibition of so-called "exclusivity" clauses which are not justified by legitimate and objectively verifiable higher interests. 	<p>No specific date but expected to be enacted in 2024.</p>	<p>It is be recommended to start adapting the compulsory particulars in the employment contracts.</p>
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