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Factsheet for case **LU-2020-12/480**

Suspension of the trial period in businesses affected by the crisis

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Country	Luxembourg, applies nationwide
Time period	Temporary, 18 March 2020 - 20 August 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Changes to dismissal law or employment protection legislation
Case created	11 April 2020 (updated 03 May 2020)

Background information

This measure is based on crisis legislation enforced in March 2020 by the broader grand-ducal regulation of 18 March 2020 introducing a series of measures to combat COVID-19 (Règlement grand-ducal du 18 mars 2020 portant introduction d'une série de mesures dans le cadre de la lutte contre le Covid-19. Mémorial A 178 du 24 mars 2020) and this in activity sectors that are essential for the well functioning of the economy during the COVID-19 crisis. The aim of this measure is to ensure the well functioning of vital economy sectors.

Content of measure

With the objective to counter the current COVID-19 crisis, the government decided to suspend the trial clause in the following types of contract arrangements: permanent employment contracts (CDI); fixed-term employment contracts (CDI); apprenticeship contracts; assignment contracts.

Nonetheless, the measure is limited and applies to companies and their employees affected by the closure of governmental decisions, or to companies and their employees admitted to short-time working in the event of a force majeure due to COVID-19.

The trial period is suspended from the effective date of the government decision taken on 18 March 2020 or the admission of the employee concerned in the special short-time working scheme.

The remaining portion of the trial period is to be resumed the day after the end of the state of crisis.

Use of measure

No information has been disclosed on the number of workers concerned by this crisis measure.

Actors, target groups and funding

Actors	Target groups	Funding
Company / Companies	Employees	National funds

Social partners

Role of social partners	No involvement
Form of involvement	No involvement

Social partners were involved through their professional chambers in the course of the legislative process.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 13 April 2020: Inspection du travail et des mines (itm.public.lu)