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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<br>– Changes to dismissal law or employment protection legislation |
| Case created | 11 April 2020 (updated 22 April 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](http://itm.public.lu))