



LINARI LAW FIRM

AVOCATS A LA COUR

***** Revised homeworking agreement in Luxembourg – a further step in the right direction *****

The ongoing Covid-19 outbreak has changed every aspect of the world, with some areas being impacted more than the others. The workforce, including that in the financial sector, has not been spared either, causing businesses re-think their operational models and opt for homeworking where possible, all this, to preserve the lives and health of their employees.



Although homeworking has been entrenched in the country's labor tissue since 2006, no comprehensive legal framework on homeworking yet exists. However, a further step in the direction of giving homeworking more legal substance is being made via revision of the 2006 agreement on homeworking by the Luxembourg businesses union and major trade unions, which is due to be signed this Friday.

In the revised agreement, homeworking remains a consensual matter for the employer and the concerned employee (hence, no general right to homeworking is yet established), and homeworking can be agreed upon without amending the underlying employment contract. Meanwhile, all homeworking time should be duly documented. Finally, the principles of equal treatment of "homeworkers" and "on-site" employees and respect of employees' privacy are reinforced.