

Celine DEFAY

Partner



Téléphone : +352 227 330-702

Email : celine.defay@kleyrgrasso.com

Linkedin

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Céline DEFAY is a Partner in the Employment and Social department. She has more than 19 years of experience in Luxembourg and provides legal guidance to her clients on all employment-related matters.

She assists human resources professionals in all aspects of an employment relationship, from its inception (drafting employment contracts, negotiating remuneration, setting internal policies, drafting collective agreements) to its conclusion (individual or collective dismissal, negotiating settlement agreements or redundancy plans). She also advises clients on specific issues relating to harassment, discrimination and data breaches. Céline helps her clients to ensure that their company complies with Luxembourg's various employment laws.

In addition to her legal practice, Céline is a regular speaker at conferences on employment law topics and provides training to various professional organizations.

EXPERTISE

EMPLOYMENT & SOCIAL

EDUCATION :

Master II in Employment and Social Security Law, Institut d'Etudes du travail, University of Law of Lyon II, 2002

Master I in Employment Law and Private Law, University of Law of Lyon III, 2001

LANGUAGES :

English, French

MEMBERSHIPS :

Luxembourg Bar, admitted in 2006

Employment Law Specialists Association (E.L.S.A.), Luxembourg (member of the board and secretary)

European Employment Lawyers Association (EELA)

Business Club France Luxembourg (BCFL)

RECOGNITIONS :

Chambers Europe 2024 - Lawyer top ranked band 3, Employment
Legal500 EMEA, 2024 - Next Generation Partner, Employment
Legal500 EMEA, 2024 - EMEA Top Tier Firm 1, Employment
Legal500 EMEA 2025 - Next Generation Partner, Employment
Legal500 EMEA 2025 - EMEA Top Tier Firm 1, Employment
Chambers Europe 2025 - Top ranked band 1, Employment

PUBLICATIONS :

Mandatory implementation of the right to disconnect as of 1 July 2026!
Sunday work and opening hours in retail and craft sectors
Important changes concerning employment contracts and the employment relationship
Flexible admission requirements and easier mobility for highly qualified workers
Publication of the date for staff delegation elections!
New mandatory procedures to be implemented since 2023
Wage indexation on 1 September 2023: new amounts
New provisions on the recruitment of third-country nationals and wage indexation as of 1 September 2023
Work-life balance: new extraordinary leave and flexible working arrangements
Introduction of the right to be disconnected in the Labour Code
New whistleblower regulation!
Introduction of moral harassment in the Labour Code
3.2% increase in the social minimum wage
Telework of cross-border workers: extension of the transitional period for social security until 30 June 2023
The Luxembourg Parliament has recently adopted a new law creating a procedure for administrative dissolution without liquidation of companies (the "Administrative Dissolution").
Luxembourg employers - French cross-border workers: less tax constraints in the future?
Tripartite agreement of 28 September 2022
Switch to optional "3G" scheme in the workplace
Telework of cross-border workers: confirmation of the establishment of a transitional period for social security
Telework: overview
End of the "3G" scheme at the workplace
Telework of French cross-border workers: extension of tax agreement
Telework of Belgian cross-border workers: extension of tax agreement
Telework of German cross-border workers: extension of tax agreement
Telework of French cross-border workers: extension of social security agreement
Revaluation of the minimum social wage and adaptation of the thresholds and ceilings provided for by the law
Adapting wages, salaries and pensions (+2.5%) on 1st October 2021
Bill on the right to disconnect for employees
Extension of family leave until 18 October 2021 inclusive
Telework of Belgian cross-border workers: extension of tax agreement
Telework of German cross-border workers: extension of tax agreement
Belgian cross-border workers and taxation: increase of the tolerance threshold from 24 to 34 days
Anissa BALI and Céline DEFAY promoted Partner and Daniel NERL promoted Counsel

EVENTS

Mobbing en entreprise : comprendre, prévenir et réagir
Droit du travail : changements et impacts, ce que les RH doivent retenir
Actualités en droit du travail _ 2025

