

## Celine DEFAY

Partner



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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.

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## EXPERTISE

### EMPLOYMENT & SOCIAL

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#### 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

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## 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

Actualités en droit du travail \_ 2024

Les Matinales du Droit du Travail

Le télétravail : effet de mode ou changement durable ? Regards croisés en France et au Luxembourg

Workshop series\_Rights and Obligations of the Staff Delegation



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