




Right by you in Luxembourg

	NAME AND SURNAME	ROLE IN BSP	DIRECT CONTACT
	Anne Morel	Partner Avocat à la Cour	amorel@bsp.lu p. +352 26 025-1 p. +352 26 025-999

CURRICULUM VITAE

Expertise



Employment
Compensation
& Benefits



Data
Protection &
Privacy



AML
Compliance



Intellectual
Property &
General
Commercial



Litigation



Languages

English, French, German



Education

- Université Nancy II, France, *DESS en Droit des Affaires et Fiscalité - Diplôme de Juriste Conseil d'Entreprise* (Post-Graduate Degree in Business Law and Tax Law), 1993.
- Université Nancy II, France / University of Saarbrücken, Germany, *Maîtrise en Droit des Affaires* (Master in Business Law), 1992.



Country of Admission

Luxembourg, 1994



Selected experience

- Anne has developed a practice advising clients on the full range of employment-related matters. She assists clients to plan and manage defined HR projects, notably in multi-jurisdictional environment. Her practice is primarily employer-focused.
- Anne has sealed her reputation as a leading labour and employment lawyer advising major companies in high-stakes employment cases such as corporate restructurings, transfers of undertaking, individual and collective redundancies and human resources outsourcing (HRO) arrangements. She very often operates in immigration issues, drafting employment contracts and staff handbooks and advises on incentive and remuneration packages, restrictive covenants, severance negotiations and settlement agreements.
- Anne also focuses on labour law litigation. She thus advises and assists companies at all stages of the dispute and maintains an important activity in employment-related litigation before local courts, including cases alleging discrimination, termination and non-competes violations.
- Anne advises clients on data protection issues, such as a.o. implementation of background checks, whistleblowing systems and measures which are deemed to result in supervising employees at the workplace.
- Anne is a member of the International Fraud Group. The [IFG](#) (previously known as the Fraud Network) is a handpicked group of specialist fraud lawyers across the world focused on securing injunctions, asset recovery and trust busting remedies in key offshore jurisdictions.
- Last but not least, Anne has extensive litigation and counselling experience in a variety of general commercial matters, some of which related to commercial contracts, trade secret, unfair competition, distribution rights, intellectual property and regulatory matters.
- Anne regularly provides training on various employment law matters and has published and lectured extensively in the areas of employment, compensations and benefits laws and in data privacy matters.



Publications

- Contribution for Luxembourg in Mondaq "Comparative Guide Privacy", November 2020.
- Contribution for Luxembourg in Chambers Legal Practice Guide: Employment 2020, Chambers & Partners, 2020
- Contribution for Luxembourg in Thomson Reuter Practical Law on the "Regulation of state and supplementary pension schemes in Luxembourg", 2020.
- Contribution for Luxembourg in Thomson Reuter Practical Law on "Pension Law", 2020.
- *Cessation automatique du contrat de travail : impact de la réforme ?* CLC Connect, March 2019.
- Contribution for Luxembourg in Thomson Reuter Practical Law on the "Data protection in Luxembourg: overview", February 2019.

Bonn Steichen & Partners, société en commandite simple inscrite au barreau de Luxembourg.

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- *Surveillance sur le lieu du travail*, Entreprises Magazine, January 2019.
- Contribution for Luxembourg in Chambers Legal Practice Guide: Employment 2018, Chambers & Partners, 2018.
- Contribution for Luxembourg in the Legal 500 Employment Country Comparative Guide, Legal 500, 2018.
- *Le profilage et les décisions individuelles automatisées sous le nouveau Règlement Européen sur la Protection des Données*, Entreprises Magazine, January 2018.
- *Les outils de flexibilisation du temps de travail*, Entreprises Magazine, September/October 2017.
- Contribution for Luxembourg in the Legal 500 Employment Country Comparative Guide, Legal 500, September 2017.
- *Le développement des formes atypiques d'emploi au Luxembourg*, Entreprises Magazine, March/April 2017.
- *L'employeur face à l'usage des réseaux sociaux par ses salariés*, Entreprises Magazine, September/October 2016.
- *Maximale Prävention und vorherige Sperrung*, Journal, July 6th 2016.
- *La cour d'appel rappelle les règles applicables aux centres d'affaires*, Entreprises Magazine, March/April 2016.
- Contribution for Luxembourg in The Intellectual Property Review, The Law Reviews - Law Business Research Ltd, fifth, sixth and seventh edition, 2015, 2016, 2017.
- Contribution for Luxembourg in The Executive Remuneration Review, The Law Reviews - Law Business Research Ltd, first, second, third, fourth, fifth and sixth edition, 2012, 2013, 2014, 2015, 2016, 2017.
- Contribution for Luxembourg in The Anti-Bribery and Anti-Corruption Review, The Law Reviews – Law Business Research Ltd, Fourth and fifth edition 2015, 2016, 2017.
- Workforce Restructuring in Europe, Bloomsbury Professional, 2015.
- *Pour un équilibre entre hommes et femmes*, Paperjam, February 2015.
- Contribution for Luxembourg in Chambers Legal Practice Guide: Litigation 2014/15, Chambers & Partners, July 2014.
- *La propriété intellectuelle*, Paperjam, March 2014.
- *Vers la disparition des cols bleus et des cols blancs au Luxembourg*, RH Publica, n°1-2014.
- *La rémunération en droit luxembourgeois*, Magazine Décideurs Cahier "Paroles d'Experts", September 2013.
- *Managing collective redundancies*, Acquisition International, June 2013.
- *A guide to key environmental issues - Luxembourg chapter*, Eversheds, February 2013.
- Contribution for Luxembourg in Employment and Labour Law, Jurisdictional comparisons, The European Lawyer, first, second and third edition, 2006, 2007 and 2010.
- "Nemo auditur turpitudinem allegans", Journal des Tribunaux Luxembourg, June 12th, 2009, n°3, Larcier.
- Contribution for Luxembourg in Employment Law in Europe, second edition, Tottel publishing, 2008.
- Engagement in the preparation of a study commissioned by the European Commission on the implementation into Luxembourg law of Directive 2001/23/EC on the approximation of laws of the Member States relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of businesses and on Directive 80/987/EEC amended by Directive 2002/74/EC on the approximation of laws of the Member States relating to the protection of employees, in partnership with Middlesex University Business School, Human European Consultancy, January 2006.

Selected Speaking Engagements

- Social measures available to employers to face the economic challenges in the Covid crisis, Paperjam Business Club, February 2021
- *Jurisprudences récentes de la Cour de Justice de l'Union Européenne*, ELSA, January 2021
- *Jurisprudence en matière de droit du travail : Les grandes décisions de justice - 21e Conférence semestrielle*, Meetincs, July 2020.
- Covid-19: Regulatory initiatives in the Employment sector and challenges for companies to comply with contractual obligations, Webinar, Luxembourg-Poland Chamber of Commerce, April 2020.
- *Télétravail : mode de travail alternatif ou solution d'avenir*, Meetincs, March 2020.
- Whistleblowing Directive: what practical impacts for employers?, Paperjam Business Club, March 2020.
- *Surveillance in the workplace - perspectives from across Europe* | Burges Salmon Webinar, October 2019.
- *Les outils et moyens pour aménager et flexibiliser le temps de travail*, Paperjam Business Club, September 2019.
- *Jurisprudence en matière de droit du travail : les grandes décisions de justice 19e conférence semestrielle*, Meetincs, July 2019.
- *Elections sociales 2019 : changements, procédures, compétences*, Meetincs, January 2019.
- Framework of an effective cross-border investigation, speaker on a panel at the Annual International Bar Association in Rome, 2018
- *Surveillance au travail : conditions, modalités et changements notoires*, Meetincs, October 2018.
- *Le nouveau code du travail*, Meetincs March 2018.
- *Le rendez-vous des RH et du droit social*, IFE Abilways, December 2017.
- *Protection des données - 4e Conférence annuelle, le RGDP et ses impacts opérationnels pour une entreprise*, Meetincs, December 2017.
- *Utilisation des réseaux sociaux et relation de travail*, Paperjam Business Club, September 2017.
- *Expatriés, frontaliers, détachés*, IFE Abilways, May 2017.
- *Aspects juridiques des professions liées aux soins personnes âgées*, International Luxembourg Elderly congress, November 2016.



- Is discrimination against irregular staffers legal outside Europe? Should it be? speaker on a panel at the Annual conference of the International Bar Association in Washington, September 2016.
- *Dialogue Social : quels changements à venir ?*, Meetincs, May 2016.
- *Le salarié et les réseaux sociaux : quid de la protection des données*, Meetincs, December 2015.
- Using employees and employee communication in social media as a part of a corporate communication strategy – Are there discrimination and related risks for employers?, speaker on a panel at the Annual conference of the International Bar Association in Vienna, October 2015.
- Labour issues across borders – Notion of Establishment in Collective Redundancy Consultation, Eversheds, May 2015.
- *Détachement des travailleurs, mode d'emploi - Sélection de jurisprudences récentes de la Cour de justice de l'Union Européenne en matière de droit du travail*, Meetincs, February 2015.
- *Marketing en ligne – communication électronique et vie privée*, Meetincs, November 2014.
- *Le point sur vos connaissances juridiques en matière de droit du travail en 20 questions*, Meetincs, May 2014.
- *Les nouveautés prévues dans le projet de loi portant réforme du dialogue social à l'intérieur des entreprises*, Meetincs, June 2013.



Membership

- Employment Law Specialists Association, Luxembourg (ELSA)
- European Employment Lawyers Association (EELA)
- International Bar Association (IBA)
- Member of Bar Council, 2014-2015 & 2015-2016



Latest awards & rankings

- Chambers Europe: Ranked in Band 2 in Employment
- The Legal 500: Recommended Lawyer in Employment