Meal vouchers: a barrier to inflation in Luxembourg

A win-win solution for companies and their employees

Inflation has eaten away at the value of your meal vouchers

2021 → 2026

-34%

-34% decline in purchasing power for food and restaurant services

You already offer meal vouchers, which is great. But if their face value hasn't changed in several years, your employees have **lost purchasing power** without anyone realizing it.

These days, a healthy meal can cost more than €14, whereas 4–5 years ago it was around €10.

For a benefit to remain a benefit, it must reflect the realities of **everyday life**.

What that means in everyday life

Price increases for **staple foods** between 2021 and 2026:

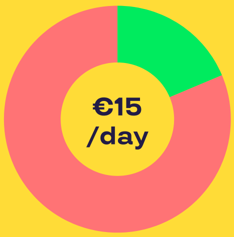
Milk **+ 32%**

Coffee **+ 41%**

Eggs **+ 26%**

Same budget, less on the plate.
The crossed-out portion represents what inflation eroded between 2021 and 2026.

Up to €15 per voucher. Have you given this any thought?



€2.80 : Employee contribution

€12.20 : Employer contribution
Exempt from social security contributions

Every euro below the cap is a benefit left on the table—for you and your employees.

At €15 by voucher for full-time contracts,

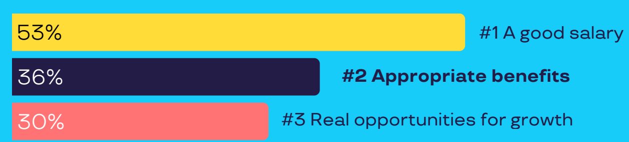
€2 635.20 *

in net purchasing power per employee per year, fully exempt from employer social security contributions and taxes.

*€12.20 × 18 vouchers × 12
Based on an average of 18 working days per month over the year.

Your employees notice the little things, especially when everything is getting more expensive

Criteria for employer attractiveness according to Pluxee's study "The New Rules of Employee Engagement":



The tangible benefits outweigh the potential for growth.
Meal vouchers offer the best of both worlds: they supplement net salary and provide a daily benefit.

Boost your employer brand

In the midst of the war for talent, your competitors may have already taken action:

over 50%

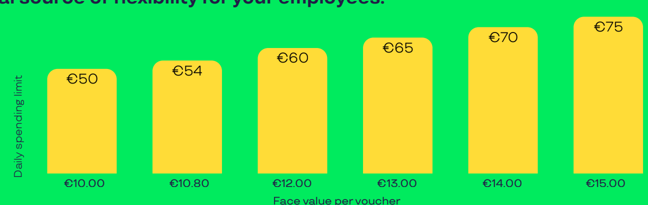
of our customers have a face value of more than €10.80.

A simple, tangible benefit that makes all the difference when a candidate is choosing an employer.

Did you know? The daily spending limit is based on the face value of the meal vouchers!

The daily spending limit is legally set at five times the face value of a meal voucher.

At €10 → daily limit of €50.
At €15 → €75/day.
A real source of flexibility for your employees.



Not increasing the value is also a choice. And it comes at a cost.

Luxembourg's work quality index is at its lowest level since 2014 (53.4 out of 100). In a tight labor market, retaining employees is not a luxury—it is an economic necessity.

Employee turnover can cost:

from **30%** to **200%** of the annual salary, i.e., up to **€150 000** /leave

→ A raise of €1 or €2 per year represents a tiny fraction of that cost and sends a strong message to your teams.

What a leave really costs

- **Onboarding and training of the backup**
- **Internal hours worked**
- **Recruitment & Headhunting**
- **Loss of expertise and corporate memory**
- **Loss of productivity while the position is vacant**

You don't have to reach €15 by tomorrow!

The increase can be gradual: **€1 or €2 this year, €1 next year...**
Every step counts and can be tailored to your budget.

Our local team is here to assist and advise you.

Progressive
Just €1 or €2 a year may be enough to keep up with inflation and send a strong message to your teams

Exempt
Each euro remains exempt from social security contributions and taxes up to the legal limit of €15 per voucher

More freedom
A higher face value = a higher daily limit = more flexibility in everyday life

Sources :

- Consumer Price Index (CPI) – Food and Hotels, Cafes, Restaurants – Statec Luxembourg – 2021 to 2026
- Harmonized Index of Consumer Prices (HICP) – Food Price Comparison: January 2021 / December 2025 – Eurostat – 2025
- Quality of Work Index – Lowest level since 2014 (53.4/100) – Chronicle.lu – 2026
- The real cost of a bad hire in Luxembourg – Moovijob.com – 2026
- The New Rules of Employee Engagement – Employer Attractiveness Criteria – Pluxee – 2025
- Pluxee Luxembourg Customer Data – Face Value of Meal Vouchers