



# Work in Luxembourg

You just arrived in Luxembourg and you have questions about the possibilities to access the Luxembourg labour market. Please find below some useful information.

## Access to the Luxembourg labour market

Persons who have fled the war in Ukraine (Ukrainian nationals, their family members, as well as third-country nationals who have resided in Ukraine) can apply for **temporary protection** at the Immigration Department of the Ministry of Foreign and European Affairs.

More detailed information on how to apply for temporary protection is available on the following website:  
<https://guichet.public.lu/en/citoyens/immigration/ukraine/protection-temporaire.html>

**Beneficiaries of temporary protection do not need a specific work permit and have free access to the labour market.** They can be employed directly under any legal employment contract (see below).

## Fundamentals of Luxembourg Labour Law

### Employment contracts

The employment contract must be established in writing for each individual employee at the latest at the time of the employee's entry into service. The contract is signed by the employer and the employee and must be made in duplicate (the first copy for the employer, the second copy for the employee).

### Wage

The social minimum wage applies to all workers (regardless of gender, in all occupations and for all companies) under an employment contract. Luxembourg legislation guarantees all employees a social minimum wage, the level of which is fixed as follows (as of 1 April 2022):

Age	%	Hourly gross salary (€)	Monthly gross salary (€)
18 years and over, unqualified	100%	13,3721	2.313,38
17 to 18 years old	80%	10,6977	1.850,70
15 to 17 years old	75%	10,0291	1.735,03
18 years and older, qualified	120%	16,0465	2.776,05

### Working hours

Ordinary working hours are limited to 8 hours per day and 40 hours per week. In case of overtime, the maximum working time is limited to 10 hours per day and 48 hours per week.

### Ordinary leave

Every employee is entitled to a minimum of **26 working days of paid holiday per year.**

## Collective labour agreements

Depending on the activity sector, specific collective agreements apply which provide for more favourable working conditions and wages than the legal minimum.

## Contact (Fundamentals of Luxembourg Labour Law)

**ITM** (Inspection du Travail et des Mines)

**E-mail:** [contact@itm.etat.lu](mailto:contact@itm.etat.lu)

**Tél.:** (+352) 247 76100

**Web:** <https://itm.public.lu>

## Registration with the Public Employment Agency (ADEM)

Once you have been granted temporary protection status, you can register as a jobseeker with ADEM. ADEM is the public employment service in Luxembourg.

By registering with ADEM, you will be assisted and guided in your job search and you will have access to a number of free services:

- guidance in the search for employment;
- employment measures;
- access to vocational training

## How to find job vacancies

According to Luxembourg labour law, employers must declare their vacancies to ADEM. All declared vacancies are published on the **ADEM JobBoard**. As a jobseeker registered with ADEM, you have access to the complete JobBoard. People who are not registered with ADEM can access the public part of the JobBoard.

Access to the ADEM Jobboard

- All job offers registered with ADEM (public and restricted) → Register with ADEM
- Public job offers on the JobBoard: <https://adem.public.lu/en/jobboard/non-inscrits.html>

In addition to the JobBoard, ADEM also offers the “**Work in Luxembourg**” portal, which presents job offers in various professions facing a shortage of qualified workers. (<https://work-in-luxembourg.lu>)

Moreover, you will find on the ADEM website ([www.adem.lu](http://www.adem.lu)), under the heading “Finding job offers”, a list of [private job sites](#) as well as a [list of temporary employment agencies](#).

## Contact (employment in Luxembourg)

**ADEM** (Agence pour le développement de l'emploi)

**E-mail:** [bpt@adem.etat.lu](mailto:bpt@adem.etat.lu)

**Tel.:** (+352) 247 88 888

**Web:** <https://www.adem.lu>

## Attention

Be cautious of suspicious offers of work, accommodation and transport. While the vast majority of Europeans want to help, some criminals may try to exploit the situation for their own personal gain.



### INFOTRAITE - assistance services

**Tel.:** (+352) 27 36 56 46

(+352) 621 316 919

(+352) 621 351 884

**E-mail:** [info@traite.lu](mailto:info@traite.lu)



### POLICE

**Tel.:** (+352) 24460 3220

113 (24h/24)

**E-mail:** [traite@police.etat.lu](mailto:traite@police.etat.lu)

## Important message for employers

You want to show solidarity and offer a professional perspective to beneficiaries of temporary protection?

- Declare your vacancy to ADEM (via MyGuichet or Pdf)
- Choose public dissemination when declaring your vacancy. This way, beneficiaries of temporary protection can apply directly for your vacancy, even if they are not yet registered with ADEM.

For more information, please contact ADEM's Employer Service:

**Tel.:** (+352) 247 88000

**E-mail:** [employeur@adem.etat.lu](mailto:employeur@adem.etat.lu)

## Good to know

ADEM has set up a specific unit dedicated to beneficiaries of temporary protection status in its Luxembourg branch. Please note that you cannot come spontaneously to ADEM's offices, but only by appointment.