

# YOUTH EMPLOYMENT IN A FEW CLICKS



YOUTH



CHAMBRE DES SALARIÉS  
LUXEMBOURG  
LA VOIX DES SALARIÉS DEPUIS 100 ANS.

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# YOUTH EMPLOYMENT IN A FEW CLICKS



Young people can be offered 5 types of contract:

## 1. PERMANENT EMPLOYMENT CONTRACT (CDI)

A permanent employment contract when the young person is hired to perform a permanent task in the company, for the social minimum wage which may be reduced according to age.

## 2. FIXED-TERM EMPLOYMENT CONTRACT (CDD)

A fixed-term employment contract when the young person has to perform a specific, non-durable task, for the minimum social wage, which may be reduced according to age.

Employment contracts concluded between an employer and a student enrolled in:

- a course leading to a higher technician's certificate; or
- one of the courses offered by the University of Luxembourg; or
- a course leading to a bachelor's or master's degree provided by a higher education establishment;

as well as contracts concluded between an employer and a student in secondary and technical secondary education at an educational establishment in Luxembourg.

For these contracts, the weekly duration may not exceed 15 hours on average over a period of one month or four weeks.

### Social minimum wage for unskilled workers

Age	Monthly gross rate for 15h/week	Hourly gross rate
16 years	€723.07	€11.4578
17 years	€771.27	€11.8855
18 years and older	€964.09	€14.8609

### Social minimum wage for skilled workers

Age	Monthly gross rate for 15h/week	Hourly gross rate
18 years and older	€1,156.92	€17.83

(amounts correspond to index 944.43 in force from 1 January 2024)

To calculate the social minimum wage on an hourly basis, simply divide the monthly amount by 173.

**There are 52 weeks in a year multiplied by 40 hours per week = 2,080 hours per year.**

**2,080 hours per year : 12 months = 173 hours per month on average.**

### 3. SPECIFIC CONTRACT "OCCUPATIONAL CONTRACT FOR PUPILS AND STUDENTS"

A specific contract for a maximum of 2 months per calendar year during the school vacations for pupils and students aged between 15 and 27, with a specific remuneration.

"Reduced" social minimum wage for pupils and students	
Age	Monthly gross rate
15-16 years (80% of 75% of the SSM <sup>1</sup> )	€1,542.56
17 years (80% of 80% of the SSM)	€1,645.39
18 years and older (80% of the SSM)	€2,056.74

(amounts correspond to index 944.43 in force from 1 January 2024)

The young person's remuneration is tax-free up to €16 per hour.

### 4. INTERNSHIP AGREEMENT

An internship agreement of an essentially educational nature, whether or not paid, but whereby the young person must not be assigned to tasks requiring performance comparable to that of a regular job.

The law of 4 June 2020 clarifies the situation of interns and offers them increased protection, including mandatory minimum remuneration.

Internships provided by a Luxembourg or foreign educational institution <sup>2</sup>

Duration of course	Allowance	Monthly gross wage	Hourly gross wage
Less than 4 weeks	Not mandatory	/	/
4 weeks or more	30% of the unqualified SSM <sup>1</sup> unless otherwise stipulated in the training agreement and certified by the Minister	€771.28	€4.46

Practical internships for the acquisition of professional experience

Duration of course	Minimum monthly allowance		Minimum hourly allowance	
	Trainee not having completed 1st cycle of higher or university education	Trainee holding a 1st cycle higher education or university degree	Trainee not having completed 1st cycle of higher or university education	Trainee holding a 1st cycle higher education or university degree
Less than 4 weeks	Not mandatory	Not mandatory	Not mandatory	Not mandatory
4 to 12 weeks included	40% of the unqualified monthly SSM <sup>1</sup> = €1,028.37	40% of the qualified monthly SSM = €1,234.04	40% of the unqualified monthly SSM = €5.94	40% of the qualified monthly SSM = €7.13
13 to 26 weeks included	75% of the unqualified monthly SSM = €1,928.20	75% of the qualified monthly SSM = €2,313.83	75% of the unqualified monthly SSM = €11.46	75% of the qualified monthly SSM = €13.37

(amounts correspond to index 944.43 in force from 1 January 2024)

<sup>1</sup> SSM = social minimum wage (salaire social minimum)

<sup>2</sup> Excluding professional training courses





## 5. EMPLOYMENT SUPPORT CONTRACT (CAE) OR EMPLOYMENT INITIATION CONTRACT (CIE)

All young jobseekers under 30 years of age can obtain a CAE who have been registered for at least three months with the National Employment Agency (ADEM hereafter), regardless of their level of qualification.

An exception to the registration period may be granted for young jobseekers who are oriented towards an apprenticeship, pending the conclusion of an apprenticeship contract.

The CIE is open to young people under 30 years of age, with or without qualifications, who have been registered with ADEM for at least 3 months. An exception to the registration period may be granted for young jobseekers referred to an apprenticeship while waiting for the conclusion of an apprenticeship contract.

	CAE	CIE
<b>Young beneficiary</b>	Young jobseeker under 30 years old, with or without qualifications, registered for at least 3 months at ADEM	Young jobseeker under 30 years old, with or without qualifications, registered for at least 3 months at ADEM
<b>Employer</b>	All, except commercial companies Refusal if abuse of the measure	All, if there is a real prospect of employment at the end of the contract Refusal if abuse of the measure and/or adequate supervision not guaranteed
<b>Conclusion of the contract</b>	ADEM and young person	Employer, ADEM and youth
<b>Duration of the contract</b>	12 months Possible extension of 6 months with the same or different employer upon authorization	12 months Possible extension of 6 months with the same or different employer upon authorization except in case of plan of maintenance in employment
<b>Working time per week</b>	40 hours Obligation for the employer to release the young person for training, ADEM convocations, job interviews	40 hours Obligation for the employer to release the youth for training, ADEM convocations, job interviews
<b>Remuneration of the young person (% social minimum wage for unskilled workers)</b>	Principal = 100% SSM <sup>3</sup>	Principal = 100% SSM
	Young people < 18 years old → 80% SSM	Young people < 18 ans → 80% SSM
	BTS, Bachelor, Master → 130% SSM	BTS, Bachelor, Master → 130% SSM
<b>Merit bonus</b>	Optional	Optional
<b>Reimbursement by the state</b>	75% (100% if State) of the allowance for the first 12 months 50% during extension + employer's social charges	50% of the allowance for the first 12 months (65% if under-represented gender) 30% during extension + employer's social charges
<b>Applicable protective provisions</b>	Leave applicable in the company Night work, public holidays, Sunday work Overtime work Considered as period requirement for unemployment	Leave applicable in the company Night work, Public holidays, Sunday work Overtime work Considered as period requirement for unemployment
<b>End of employment contract</b>	By the Director of ADEM, at the reasoned request of the promoter and if the young person fails to meet his/her obligations, with 8 days notice period, except for serious misconduct No right to unemployment benefit By the young person if valid and convincing reasons with 8 days notice period	By the employer during the first 6 weeks, with 8 days notice period and a copy to ADEM or after 6 weeks, with ADEM's agreement and 8 days notice period, except for serious misconduct By the young person if valid and convincing reasons with 8 days notice period
<b>Obligations of the employer at the end of employment contract</b>	Work certificate on the nature and duration of the occupation and training courses attended	Work certificate on the nature and duration of the occupation and training courses attended
<b>State employment bonuses</b>	If permanent contract without trial period still in progress 12 months after end of CAE: reimbursement of employer's social security contributions for 12 months	If permanent contract with no trial period still in progress 12 months after end of CIE: reimbursement of employer's social security contributions for 12 months

3 SSM = social minimum wage (salaire social minimum)

Specific rules provide a protective framework for young people under 18 years of age with regard to their working hours.

		WORKING TIME			
		General scheme - Full time	General scheme - Part-time work	Youth workers	Pregnant woman or breastfeeding
Normal working hours		8 hours / day 40 hours / week	see employment contract	8 hours / day 40 hours / week	8 hours / day 40 hours / week
Absolute maximum working time		10 hours / day 48 hours / week	8 hours / day 40 hours / week	9 hours / day 44 hours / week	10 hours / day 48 hours / week
Overtime		Max. 2 hours, but never more than 10 working hours / day, including overtime	If I agree: max. 2 hours, but never more than 8 working hours / day, respectively 40 hours / week, including overtime	0 with exceptions: max. 2 hours / day in case of part-time work, but never more than 9 working hours / day, respectively 44 hours / week, overtime included <sup>4</sup>	If I agree: max. 2 hours, but never more than 10 working hours / day, including overtime
Rest time		A paid or unpaid break after 6 hours of work	A paid or unpaid break after 6 hours of work	At least one paid or unpaid 30-minute break after 4 hours, except for production work with adults in the team  A paid or unpaid break after 6 hours of work	A paid or unpaid break after 6 hours of work
Daily rest		11 hours per 24 hours	11 hours per 24 hours	12 hours per 24 hours, including the interval between 8 p.m. and 6 a.m.	
Weekly rest		44 hours, including Sunday, per 7-day period	44 hours, including Sunday, per 7-day period	2 days (48 hours) rest, normally including Sunday	44 hours, including Sunday, per 7-day period
Night work	Definition: night period	<i>Between 10 p.m. and 6 a.m.</i>	<i>Between 10 p.m. and 6 a.m.</i>	<i>Night = a period of at least 12 consecutive hours including the interval between 8 p.m. and 6 a.m.</i>	<i>Between 10 p.m. and 6 a.m.</i>
		Possible to a certain extent and with possible extra pay	Possible to a certain extent and with possible extra pay	No night work, except: <ul style="list-style-type: none"> <li>• continuous cycle work until 10 p.m.</li> <li>• other derogations by minister, but no night work between 12 a.m. and 4 a.m.</li> </ul>	Exemption from night work if it is contrary to my health or safety according to the opinion of the occupational physician = transfer to a day shift, otherwise exemption from work
Sunday work		Possible in exceptional cases provided for in the Labour Code with compensation	Possible in exceptional cases provided for in the Labour Code with compensation	In principle: no, except in special circumstances, prolonged derogation by the minister	No specific rules
Work on public holidays		Possible with compensation	Possible with compensation	In principle: no, except in special circumstances	No specific rules

<sup>4</sup> Article L.344-9 of the Labour Code



More information about  
youth employment



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**YOU'LL  
NEVER  
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Chambre des salariés

18 rue Auguste Lumière | L-1950 Luxembourg

B.P. 1263 | L-1012 Luxembourg

T +352 27 494 200 | [csl@csl.lu](mailto:csl@csl.lu) | [www.csl.lu](http://www.csl.lu)