

YOUTH EMPLOYMENT IN A FEW CLICKS



YOUTH



CHAMBRE DES SALARIÉS
LUXEMBOURG

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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 minimum social 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 | | Gross monthly rate | Gross hourly rate |
| 18 years and older | | €2,508.24 | €14.4985 |
| 17 - 18 years old | | €2,006.59 | €11.5988 |
| 15 - 16 years old | | €1,881.18 | €10.8739 |

| Social minimum wage for skilled workers | | | |
|---|--|--------------------|-------------------|
| Age | | Gross monthly rate | Gross hourly rate |
| 18 years and older | | €3,009.88 | €17.39812 |

(amounts correspond to index 921.40)

To calculate the social minimum wage for 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» minimum wage for students | |
|---------------------------------------|--------------------|
| Age | Monthly gross rate |
| 18 years and older (€80% of 2,508.24) | €2,006.59 |
| 17 – 18 years old (€80% of 2,006.59) | €1,605.27 |
| 15 – 17 years old (€80% of 1,881.18) | €1,504.94 |

(amounts correspond to index 921.40)

The young person's remuneration is tax-free up to 14 € 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 institution¹

| Annual internship period | Monthly allowance |
|--------------------------|---|
| < 4 weeks | optional compensation |
| ≥ 4 weeks | at least 30% of the social minimum wage for unskilled workers |

Practical internships for the acquisition of professional experience

| Annual internship period | Age of intern | Monthly allowance |
|--------------------------|----------------------------|---|
| Between 4 and 12 weeks | Intern > 18 years | 40% of the social minimum wage for unskilled workers ² |
| | Intern from 17 to 18 years | |
| | Intern from 15 to 17 years | |
| Between 12 and 26 weeks | Intern > 18 years | 75% of the social minimum wage for unskilled workers ² |
| | Intern from 17 to 18 years | |
| | Intern from 15 to 17 years | |

¹ Excluding professional training courses on

² Social minimum wage for qualified workers in case of interns who have successfully completed a first cycle of higher or university education



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 |
|---|---|---|
| Young beneficiary | 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 |
| Employer | 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 |
| Conclusion of the contract | ADEM and young person | Employer, ADEM and youth |
| Duration of the contract | 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 |
| Working time per week | 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 |
| Remuneration of the young person (% social minimum wage for unskilled workers) | Principal = 100% social minimum wage | Principal = 100% social minimum wage |
| | Young people < 18 years old → 80% social minimum wage | Young people < 18 ans → 80% social minimum wage |
| | BTS, Bachelor, Master → 130% social minimum wage | BTS, Bachelor, Master → 130% social minimum wage |
| Merit bonus | Optional | Optional |
| Reimbursement by the state | 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 |
| Applicable protective provisions | 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 |
| End of employment contract | 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 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 |
| Obligations of the employer at the end of employment contract | 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 |
| State employment bonuses | 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 |

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 ³ | 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 | <i>Definition: night period</i> | <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"> • continuous cycle work until 10 p.m. • other derogations by minister, but no night work between 12 a.m. and 4 a.m. | 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 |

³ Article L.344-9 of the Labour Code



More information about
youth employment



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