

AGENCE POUR LE DÉVELOPPEMENT DE L'EMPLOI



FACILITONS L'EMPLOI

# Working in Luxembourg as third-country nationals



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A third-country national (i.e. national from a country which is not an EU Member State or a country treated as such - Iceland, Norway, Liechtenstein and Switzerland) who wishes to come to Luxembourg to carry out a salaried activity, must follow a two-steps procedure:

**Step 1: before entering the country:**

- submit an application for a temporary authorisation to stay to the Immigration Directorate of the Ministry of Foreign and European Affairs (Ministère des Affaires étrangères et européennes);
- be in possession of a valid passport;
- for persons subject to visa requirements in order to enter Luxembourg:  
request a type D visa after having obtained the temporary authorisation to stay;

**Step 2: after entering the country:**

- make a declaration of arrival in the new commune of residence in Luxembourg;
- undergo a medical check;
- then submit an application for a residence permit for third-country national salaried workers



## How to obtain a residence permit

Employers who wish to hire a third-country national must:

- declare their vacant position to the Luxembourg Public Employment Service (ADEM); and
- apply for a certificate granting the right to hire a third-country national for this position.

The employer must hand over the original certificate to the third-country national. This certificate as well as the signed and dated employment contract must be attached to the application for the authorisation to stay. It may be stated in the employment contract that the start date is subject to the employee obtaining an authorisation to stay for salaried workers / work permit.

The application for a temporary residence permit must contain the applicant's identity (surname, first name and contact details) and must be accompanied by the following documents and information:

- a copy of their valid passport, in its entirety;
- an extract from the criminal records or an affidavit (sworn oath) established in the country of residence;
- a curriculum vitae;
- a copy of their diplomas or professional qualifications;
- a copy of the employment contract (compliant with Luxembourg law), dated and signed by both the applicant and his future employer in Luxembourg.
- the original certificate allowing the employer to hire a third-country national (not applicable for highly qualified workers)



## Salaried activity as a highly qualified worker (“European blue card”)

Highly qualified workers must be in possession of a signed work contract mentioning a payment at least equal to 1,5 times the average gross annual salary<sup>1</sup>.

As exception, the payment must be at least equal to 1,2 times the average gross salary for the following professions<sup>2</sup>: mathematicians, actuaries and statisticians, system analysts, software developers, web and multimedia developers, application programmers, database designers and administrators, system administrators, computer network professionals, database and network professionals.

**Attention:** The application for the residence permit “European blue card” must be made and favorably decided **before entering the Luxembourg territory**.

This residence permit is granted for one profession in one sector for any employer. This restriction remains for the first two years. A change of sector or profession is only possible with the authorisation of the Ministry in charge of immigration.

## Self employed third-country workers

Before entering the country the third-country self employed worker has to apply for a temporary residence permit and request a type D visa (if applicable). In order to apply for the temporary residence permit, the applicant must fulfil the conditions of access to the profession concerned:

- if the self-employed activity requires a business permit, the applicant must join to his application the outline consent from the Ministry in charge of business permits;
- if the activity requires other authorisations, accreditations or registrations, the applicant must join to his application a copy of his/her authorisation or registration / accreditations, or the outline consent of the competent authority.

Detailed information can be found at [www.guichet.lu](http://www.guichet.lu) (“Conditions of residence for self-employed third-country workers”).

<sup>1</sup>The threshold is fixed annually and made public in the « Mémorial ». The current threshold applicable (2023) is 84.750 €

<sup>2</sup>The threshold is fixed annually and made public in the « Mémorial ». The current threshold applicable (2023) is 67.824 €

## Family reunification

Family members of third-country nationals holding a Luxembourg residence permit based on family reunification have unrestricted access to the Luxembourg job market and don't have to request a special work permit.

### Good to know

After 5 years of a lawful and uninterrupted stay in Luxembourg, third-country nationals may apply for a long-term residence permit.

For further information (in English, French and German),  
please visit the Luxembourg administrative portal [www.guichet.lu](http://www.guichet.lu)







**Contact:**

**Immigration Directorate – Department for Foreigners**  
**(Direction de l'immigration – Service des étrangers)**

26, route d'Arlon  
L-1140 Luxembourg

Postal address :  
B.P. 752 L-2017 Luxembourg

Phone : (+352) 247-84040  
(from 9.00 to 12.00 and 14.00 to 16.00)