

Skilled employee / Unskilled employee

The remuneration constitutes the direct consideration for the work performed by the employee for his or her employer. The remuneration shall thus meet one of the three characteristic elements of an employment relationship, alongside performance of work and subordination link. If this element is missing, there is no contract of employment!

The remuneration is in principle a benefit in cash but will in certain cases be combined with a benefit in kind (free housing, company car, telephone, etc.).

The level of remuneration shall be negotiated by and between the employee and his or her employer. Luxembourg law however requires the employer to comply with the social minimum wage (SMW). The rules applicable on the matter fall under Articles L.221-1 and L.221-2 of the Labour Code.

On 1 January 2017, the SMW underwent a double increase. Here are the new rates for an employee working full time.

Unskilled workers		
Age	Gross monthly salary	Gross hourly rate
18 and over	€1998.59	€11.5525
17 – 18	€1598.87	€9.2420
15 – 17	€1498.94	€8.6644

Skilled workers	
Gross monthly salary	€2398.30
Gross hourly rate	€13.8630

Every wage earner in Luxembourg is thus entitled to an unskilled SMW, irrespective of his physical or mental abilities and without discrimination due to sex. An employee who has no professional qualification will thus be guaranteed a salary of at least € 1998.59 (index 794.54).

The employee shall be considered as skilled if s/he has at least:

- a technical and vocational skills certificate (known by the French initials CATP) or a vocational aptitude diploma (DAP) from secondary technical education; or
- a manual skills certificate (CCM) or a certificate of vocational ability (CCP) and 2 years of experience in the trade or profession;
- a preliminary technical and vocational initiation certificate (CITP) and 5 years of experience in the trade or profession.

An employee who has worked at least 10 years in his or her line of work will also be considered “skilled” even if he holds no official certificate (although there is a certificate attesting to the required qualification).

For lines of work that require a certain technical capacity and for which the training is not attested to by an official certificate, the employee shall be considered skilled if s/he can justify at least 6 years of practice.

Attention: these amounts are legal minimums. It goes without saying that the employee and the employer are free to agree to a higher level of remuneration. Similarly, it is always a good idea to check whether a collective bargaining agreement in the sector provides higher salaries. In such a case, the latter amounts must be allocated.

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