

## Change of aids for hiring older unemployed workers

The Act of 20 July 2017 changed the system of aids for hiring older unemployed workers. The government introduced these new provisions to intensify its efforts against long-term unemployment that affect particularly unskilled workers over 45.

Aid for hiring an older unemployed worker enables the employer to get social security contributions reimbursed for a certain time (i.e. only the employer's contributions). Before this law, both the employer's and the employee's contribution was reimbursed. However, it seemed illogical to reimburse the employer for social security contributions that he did not pay.

This measure concerns every company in the private sector that is legally established in Luxembourg and wants to hire a **job seeker aged at least 45**, duly registered as a **job seeker with the ADEM for at least one month**.

To qualify for this aid, the employer must meet the following requirements in particular:

- Have concluded an employment contract for an unspecified period (16 hours/week minimum) or for a specified period of at least 18 months (16 hours/week minimum) or for replacement in the case of parental leave;
- Have declared the position vacant to ADEM beforehand. Otherwise, he cannot qualify for this aid.
- Have filed his initial application with ADEM within six months of hiring the employee. The application will not be accepted after this period.

Once the file has been submitted, the employer must file a declaration of claim with the ADEM every 3 months. Securex can help the employer with this formality.

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