



## Hiring Third-Country Nationals Made Easy!

Hiring third-country nationals often entails lengthy, time-consuming administrative procedures! As a result, some employers, whether in a hurry or discouraged, have at times found it complicated if not impossible to recruit these potential candidates.

To **address the shortage of a skilled workforce** that persists in a number of thriving sectors in Luxembourg, the government has amended the legislation on the free movement of people and immigration. Employers will henceforth be able to hire third-country nationals more easily, and these individuals will have easier access to the labour market.

New measures have accordingly been implemented since **1 September 2023**.

The first of these new measures concerns the **family members of third-country nationals** who have a Luxembourg residence permit issued on the basis of family reunification. They are now **authorised to work directly** as employees or self-employed individuals, **without having to obtain a work permit beforehand**.

This applies to "*family member*" permits issued both before and after 1 September 2023. Third-country nationals already present in Luxembourg and those arriving in the near future are consequently covered by this measure.

Another new development concerns **applicants for international protection who have been in the application process for 6 months and beneficiaries of a deferral or suspension of removal** applying for a temporary work permit. For them, the employment market test conducted by the ADEM (Employment Development Agency) has been abolished.

Furthermore, the **period of validity of residence permits issued for the purpose of seeking employment or business creation** has been extended from 9 to **12 months**.



Lastly, third-country nationals who are **not yet present on Luxembourg territory and whose occupation is on the list of professions in very short supply published by the ADEM**, are **exempt from undergoing the employment market test**. Once they have submitted a job vacancy declaration, employers are issued a certificate within 5 business days confirming their "right to recruit the person of their choice."

For **professions not on this list**, the employment market test is still required, but the certificate issuance process has been expedited. ADEM will verify within 7 business days whether local jobseekers with the required profile for the declared position are available. So if no candidates can be found, the certificate will be issued within 5 business days after the initial 7 days.

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