

A&O SHEARMAN

Implementation of the New European Blue Card Directive in Luxembourg Law

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International Talent Acquisition: Changes Affecting Employment of Third-Country Nationals in Luxembourg

Luxembourg's recent implementation of the European Blue Card directive opens doors for companies to attract and retain highly qualified professionals from third countries.

The Luxembourg legislation of 4 June 2024, amending the modified law of 29 August 2008, on the free movement of persons and immigration, came into effect on 1 July 2024.

The primary aim of this updated legal framework is to make the European Blue Card more appealing to highly skilled third-country nationals.

To be eligible for a European Blue Card, applicants will now have to present a valid work contract with a minimum duration of six months (the previous requirement was a contract with a minimum of one year). Additionally, the salary threshold has been lowered, and the required legal threshold to be eligible for a European Blue Card is now a gross annual salary of EUR 58,968 (the previous threshold was EUR 88,452 with an exception for specific roles).

Another new feature of the law is that a third-country national holding a valid European Blue Card issued by another EU member state can now work temporarily in Luxembourg for a period of 90 days within any 180-day period, based on the European Blue Card issued by the other state. In addition, a European Blue Card holder from another EU country is now allowed to start employment in Luxembourg while simultaneously applying for a European Blue Card in Luxembourg, which is likely to facilitate the recruitment process.

Navigating these changes can be complex; we are eager to guide you through this process.



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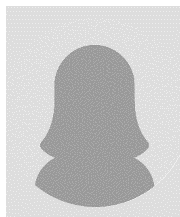
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