



**Holder of a student residence permit:  
Exercising a salaried or internship activity during studies**

**1. Exercise of a salaried activity during studies**

a) Who can exercise a salaried activity?

The holder of a student resident permit is authorized to exercise a salaried activity limited to a maximum of an average of **fifteen hours per week** over a period of 1 month, outside the time allocated to his studies.

The limitation of the maximum duration of fifteen hours per week, does not apply to any salaried or independent activities exercised **during school holidays**.

For the duration of the school holidays, the student may conclude a 'normal' fixed-term employment contract with an employer. As a result, he will be subject to a social security affiliation. A student who meets the age requirement of the Labor Code article L.151-2 (a person aged at least 15 and not over the age of 27) may also choose to conclude a 'student contract' in accordance with the provisions of articles L.151-3 et seq. of the Labor Code. Under such a contract, the occupation of the student does not give rise to affiliation in matters of health insurance and pension insurance and the remuneration, which cannot be less than 80% of the minimum social wage, is exempt from the contributions due in respect of family allowances.

The limitation does not apply to **research work** carried out by the student within the institution of higher education or within an approved research organization for the purpose of obtaining a doctorate.

The **employment contracts** binding the **assistants to the University of Luxembourg** under the Law of 27 June 2018 on the organization of the University of Luxembourg are also exempt from this limitation.

b) terms and conditions of the exercise of the salaried activity

A third-country national student may be hired by an employer **when presenting his/her student residence permit**.

The employer must make a **written declaration** to the Minister in charge of immigration. The latter verifies if the conditions provided by the law are met.

The **declaration** must contain the following:

- Legal name of the employer;
- Name, first names, nationality, date and place of birth of the student;
- Expected date of entry into services;
- Nature, contract duration and number of hours of work per month.

A **copy of the student's residence permit** and a **copy of the employment contract** must be jointed to the declaration.

The employer is required to notify the Minister of any change in the nature or duration of the contract or the number of monthly hours of work.

## **2. Student internships**

Third-country nationals in possession of a 'student' residence permit in Luxembourg can do an internship as part of their studies during the period of validity of their residence permit. They **do not need to apply for a new trainee residence permit**.

In the same way, work that is essentially educational in the form of a **training period or a paid probationary period**<sup>1</sup> is not to be considered as occupation, namely paid work, and the limitation at fifteen hours a week is not applicable.

During the school holidays, the student can do an internship with a **work contract and a salary**. Hence, it is **considered as employment**. A work permit is not necessary.

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<sup>1</sup> Probationary training designates the training specified by article L.151-1 of the labour code. This type of training must:

- be of an essentially educational nature;
- be organised by an educational institution, Luxembourgish or foreign;
- organised by an employer on the basis of a work contract between him- or herself and the pupil or student.

The modalities and conditions of the execution of the training are fixed by the Grand-ducal regulation of 10 August 1982 fixing the modalities and conditions of educational and probationary training specified in article 1, paragraph (2) of the law of 22 July 1982 concerning the occupation of pupils and students during their summer holidays (currently article L.151-1 of the labour code).

In order to be considered as work of an essentially educational nature, as defined by article L.151-1 of the labour code, the educational or probationary training organised by an employer on the basis of a contract between him- or herself and the pupil or student, must:

- a) constitute an integral part of the training, conforming to the programmes of the educational institution, Luxembourgish or foreign;
- b) be of an informational or orientational character;
- c) not expect the pupil or student to manage tasks that involve a similar amount of personal investment than normal work.