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# EU Blue Card: new increased thresholds for minimum salary

**Arendt & Medernach**

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THE MINIMUM ANNUAL SALARY NEEDED TO HIRE HIGHLY QUALIFIED THIRD-COUNTRY WORKERS IN LUXEMBOURG WAS RAISED ON 24 MARCH 2024.

A recent regulatory update may impact your strategy for recruiting international talent. On 20 March 2024, the **regulation of 15 March 2024** setting the gross average annual salary needed to calculate the minimum salary level for a highly qualified worker [1] was published in *mémorial* A123 (the “**Regulation**”). It adjusts the annual threshold for the minimum salary required for highly qualified third-country workers who want to work in Luxembourg with an EU Blue Card.

## Key points

From an immigration perspective, third-country nationals who want to live and work in Luxembourg as a highly skilled worker need to satisfy a number of conditions in order to access a simpler and faster process than that available to other third-country nationals. Highly qualified workers must:

hold documents confirming their higher professional qualifications;




have an employment contract for a highly qualified position that is valid for at least one year; and

be offered remuneration equal to or higher than:

- 5 times the gross average salary in Luxembourg; or
- 2 times the gross average annual salary in Luxembourg for roles for which the government has reported a particular demand for third-country workers (e.g. mathematicians, actuaries and statisticians, systems analysts, software designers).

According to the Regulation, STATEC (Luxembourg’s national institute for statistics and economic studies) determined that the gross average annual salary in Luxembourg was EUR 58,968 for 2022.

The Regulation uses this information to set the new minimum salary thresholds when hiring a third-country national as a highly qualified worker, as can be seen in the table below:

 <p><b>EU Blue Card</b></p>	<p><b>New minimum salary level for a highly qualified worker (at 24/03/2024)</b></p>	<p><b>Former minimum salary level for a highly qualified worker (at 27/12/2022)</b></p>
<p><b>Highly qualified worker</b></p> 	<p><b>EUR 88,452 per year</b> (58,968 x 1.5)</p>	<p>EUR 84,780 per year (56,520 x 1.5)</p>
<p><b>Highly qualified worker in an industry that the government reports has a particular need for third-country nationals</b></p> 	<p><b>EUR 70,762 per year</b> (58,968 x 1.2)</p>	<p>EUR 67,824 per year (56,520 x 1.2)</p>

**Implications for your business:**

These adjustments mean that businesses wanting to recruit highly qualified third-country nationals will have to ensure that the salaries they offer comply with these new thresholds. The objective of this measure is to attract international talent to key sectors, while guaranteeing fair remuneration.

**Your next steps:**

- check current and upcoming job offers to ensure that they comply with the new salary thresholds;
- anticipate your future needs for highly qualified workers, taking into account the new regulatory thresholds.
- get in touch with our **Employment, Pensions & Benefits** team for tailored advice on how these changes may affect your recruitment and immigration strategy or for any help with regard to recruiting third-country nationals.

The Regulation entered into force on 24 March 2024.

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