



Leave entitlement in Luxembourg

Right by you in Luxembourg

11 days/y

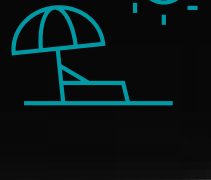
Statutory holidays

Beneficiary: Employees and apprentices
Assumption of the compensation: Employer

26 days/y

Annual paid leave

Beneficiary: Employees and apprentices
Assumption of the compensation: Employer



Additional ordinary leave

1. Provided for in the employment contract or in a collective agreement
2. According to the category of employee or in certain specific cases

Beneficiary

Compensation assumption

+ 6 days/y

For disabled workers

- War veterans
- Work-related accidents
- Employees with a physical, mental, sensory or psychological disability

State

+ 3 days/y

For the mining sector

Employees and apprentices in mining and quarrying

Employer

+ 1,5 to 3,5 days/y

In the event of implementation of a reference period under a POT (Plan d'organisation du travail)

Employees and apprentices concerned by POT

Employer

+ 6 days/y

In case of shortened weekly rest period

Employees and apprentices who do not have an interrupted weekly rest period of 44 hours

Employer

+ 1 day (within 3 months)

Public holiday on a Sunday or if two statutory holidays fall on the same day

Employees and apprentices

Employer

Extraordinary leave

Beneficiary: Employees and apprentices

Compensation assumption

10 days

- Second parent of a child
- Adoption of a child under 16 (if no entitlement to adoption leave)

Employer: 2 days
State: 8 days

5 days

Death of a minor child

Employer

3 days

- Marriage of the employee
- Death of the spouse/partner of the employee
- Death of a first-degree relative of the employee or of his/her spouse/partner

Employer

2 days*

Moving

*over 3 years with the same employer, unless moving for professional reasons

Employer

1 day

- Death of a second-degree relative of the employee or of his/her spouse/partner
- Marriage of a child
- Declaration of civil partnership

Employer

1 day/y

Leave for reasons of force majeure limited to urgent family reasons (illness or accident making the immediate presence of employee essential)

50% Employer
50% State

5 days/y

Caregiver leave (father/mother, son/daughter, spouse/partner)

50% Employer
50% State

Special leave

Beneficiary

Compensation assumption

Antenatal leave: 8 weeks
Postnatal leave: 12 weeks

Maternity leave

Employees and apprentices

State

12 weeks

Adoption leave

Persons adopting one or more children under the age of 12

State

Full-time: 4 or 6 months
Part-time: 8 or 12 months
Split parental leave:
• Reduction of working time by 20% per week over 20 months;
• 4 periods of 1 month over 20 months

Parental leave

- Parents of a child under the age of 6
- Parents of one or more adopted children under the age of 12

State

12 days per child (0 to 4 y.o.)
18 days per child (4 to 13 y.o.)
5 days per child (13 to 18 y.o., but only if the child is hospitalised*)

Leave for family reasons

- Parents of a child under the age of 18 requiring the presence of one of the parents in the event of illness, accident or other compelling health reason
- Parents with a child under the age of 13 under quarantine, isolation, eviction, distancing, separation or confinement for imperative reasons of public health, in order to contain the spread of an epidemic

State

*For children who benefit from the special supplementary allowance (for disabled children), the age limit of 18 y.o. and the condition of hospitalization do not apply, and the duration of the leave is doubled by age bracket.

8 days or 64 hours/y

Leave for national parent representation

Parent of a school student who is a member of the National School Commission

State

5 days by case and per year

Accompanying leave

Parents, children, brother, sister, spouse or partner of the employee, suffering from a serious illness in terminal phase

State

3 to 40 hours per week

Political leave

Persons holding office as mayor, alderman or municipal councillor

State

60 days, with a maximum of 20 days per 2-year period

Youth leave

Young people employed in Luxembourg, to allow their participation in internships, study days or weeks, courses sessions or meetings within Luxembourg and abroad

State

12 days/y + possible derogations on ministerial proposal

Sports leave

- Sportspeople and their support personnel
- Judges and referees
- Administrative managers
- Volunteers
- Participants in training courses organised by the INAPS or another training course recognised by the Minister of Sport

State

- For persons working in the cultural sector: 12 days per year and per beneficiary;
- For administrative executives of national federations and networks in the cultural sector: between 5 and 10 days depending on the number of affiliated members;
- For administrative executives of cultural associations: between 2 and 4 days depending on the number of affiliated members;
- For national federations and networks in the cultural sector: quota of 50 days per year;
- For associations in the cultural sector: quota of 10 days per year.

Cultural leave

- Persons working in the cultural sector
- Administrative executives of federations, national networks and associations
- Individuals designated by federations, national networks and associations

State

6 days/y

Development cooperation leave

Experts and representatives of non-governmental organisations who are still engaged in other professional activities salaried or independent

State

7 days/y
42 days max in a career

Special leave for emergency service volunteers

- Volunteer firefighters undergoing training
- Lecturers/representative duties/managerial functions
- Humanitarian missions

State

maximum 80 days during professional career, with a maximum of 20 days over a 2-year period

Individual training leave

Employees employed in Luxembourg with at least 6 months' seniority, to enable them to attend classes, prepare for and participate in related exams, write papers, or perform other work related to eligible training

State

200 hours over the course of a professional career to be taken in 2 blocks of between 80 and 120 hours each

Linguistic leave

Employees employed in Luxembourg with at least 6 months' seniority, to allow them to participate in Luxembourg language courses and to prepare and participate in related courses.

State

4 hours per meeting or hearing

Social mandate leave

- Member of a professional chamber or social security institution
- Assessor at the Labour Court or Social Security Court

Institution in which the employee exercises his/her mandate

6 working days during the notice period

Job search leave

Employees dismissed with notice

Employer

1. Companies ≥ 15 and ≤ 49 employees: 1 week during the term
2. Companies ≥ 50 and ≤ 150 employees: 2 weeks during the term
3. Companies > 150 employees: 1 week/y

Training leave for full delegates

Full delegates of the staff delegation to enable them to participate without loss of pay in training courses organized by trade unions or specialized institutions and aimed at improving their economic, social and technical knowledge

1. State
2. 1 week by the State
3. Employer

Additional 16 hours during 1st term

Training leave for the first mandate as delegates

Delegate elected for the 1st time

Employer

Entitlement to half of the training leave of full delegates

Training leave for substitute delegates

Substitute member of the delegation

Employer

2 half-days/y in office

Training leave for equality delegates

Equality delegates, to enable them to participate in training activities organized by trade unions or specialized institutions and aimed at perfecting their economic, legal, social and psychological knowledge useful for the performance of their mission

Companies > 150 employees: Employer

40 hours per mandate + 10 additional hours if 1st mandate

Training leave for health and safety representatives

Health and safety representatives

Companies > 150 employees: Employer