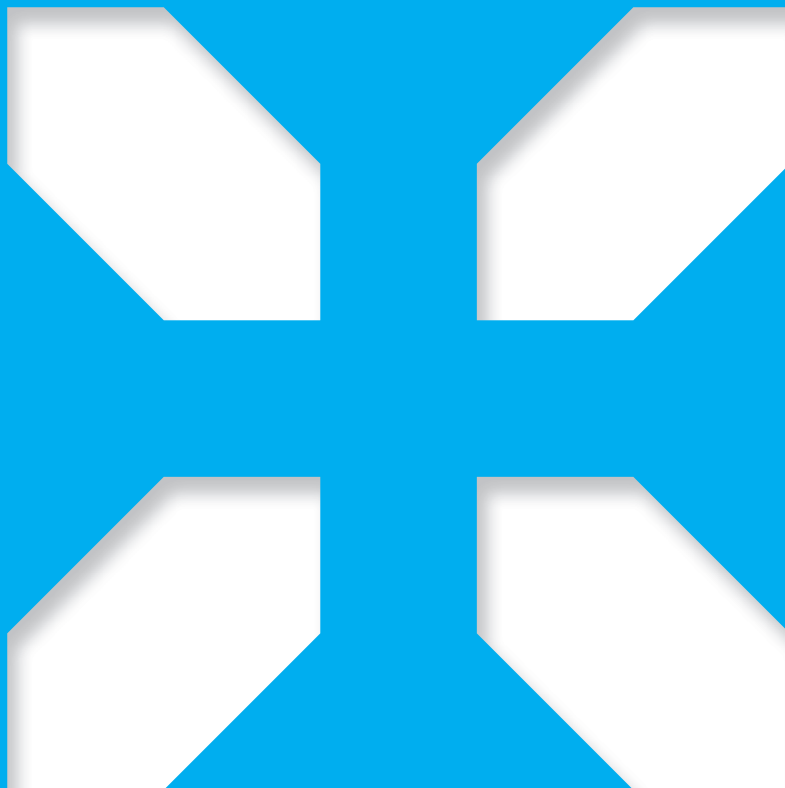


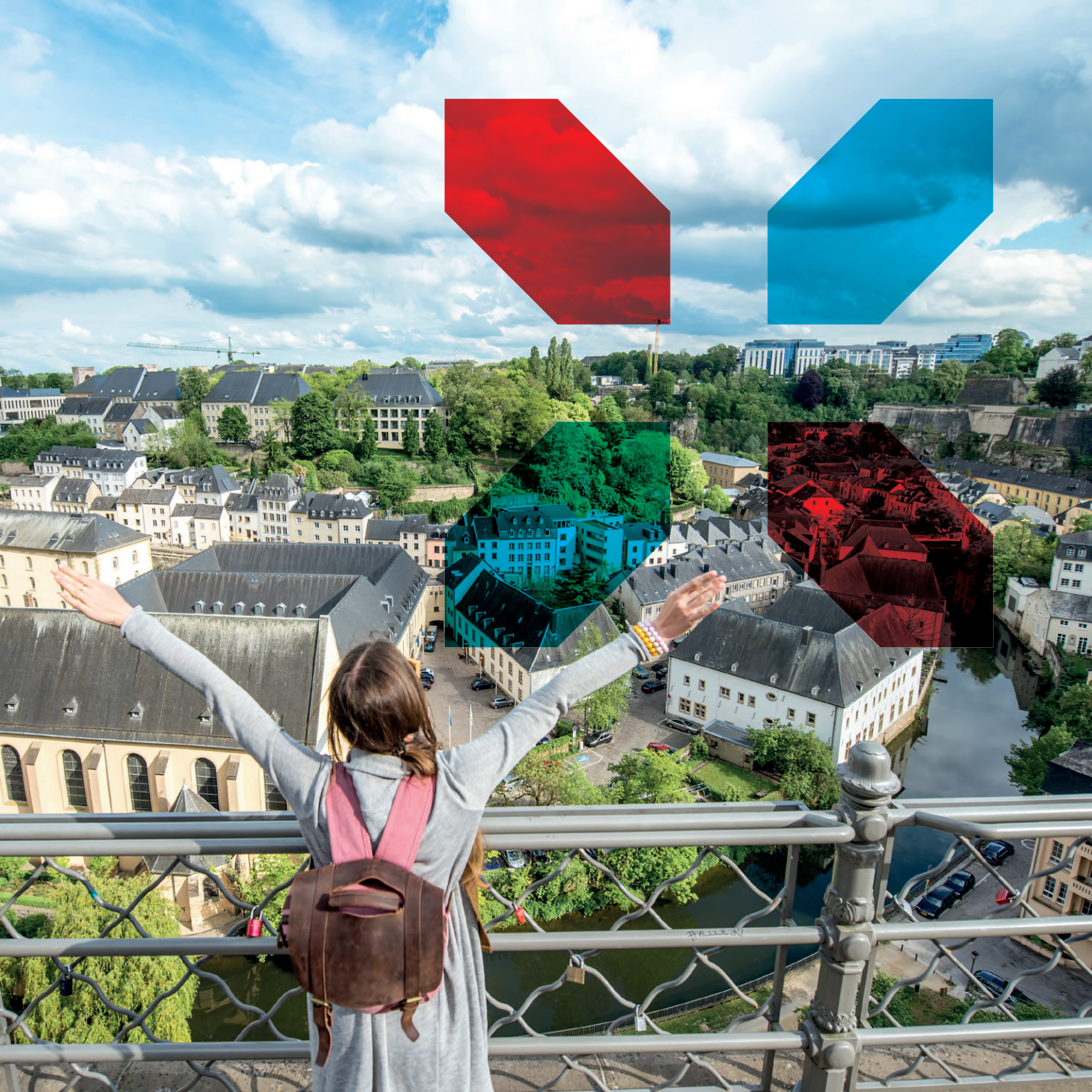
LUXEMBOURG
GREAT PLACE TO
LIVE & WORK

LU  **EMBOURG**
LET'S MAKE IT HAPPEN



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OPEN

Openness to the outside world is a key element of the Luxembourg model of society. Luxembourg has always fought for a united open Europe, a Europe characterised by **tolerance** and **solidarity**. Development cooperation is one of the pillars of its foreign policy. As a **cosmopolitan** crossroads at the centre of Europe, Luxembourg is a real **melting-pot of nationalities, cultures and languages**. Therein also lies openness to new projects and partnerships. Luxembourg is an international meeting place where integration is an everyday reality.



LUXEMBOURG IS...



DYNAMIC

In the course of its history, Luxembourg has reinvented itself a number of times. First a farming country, then an industrial power, it has managed to develop a service-sector economy. A new phase of development is taking place in the areas of research, digital technologies, space industries, and the like. The same dynamic thrust can be seen in the cultural sector, around creative industries and social initiatives, within the solidarity-based economy, and around the concept of circular economy. **The country is constantly creating new jobs, attracting talent and investment capital from all over the world.**



RELIABLE

Luxembourg is a country that can be relied upon: an **economically and politically stable country**, offering a serene environment, a place where people enjoy living. Its citizens are also known for their own well-grounded mind-set. They cherish their traditions, cultivate consensus, and favour sustainable solutions. The quality of the country's public infrastructures also reflects this characteristic. The solid legal framework and the health and social security system are key features of the reliable environment Luxembourg offers.

LUXEMBOURG IS... **OPEN**

1 MARKET - 28 COUNTRIES

(GDP €15.326 trillion -
source Eurostat, 2017)

19 COUNTRIES IN THE EUROZONE

(one currency - euro)

EASY ACCESS TO 500 MILLION CONSUMERS

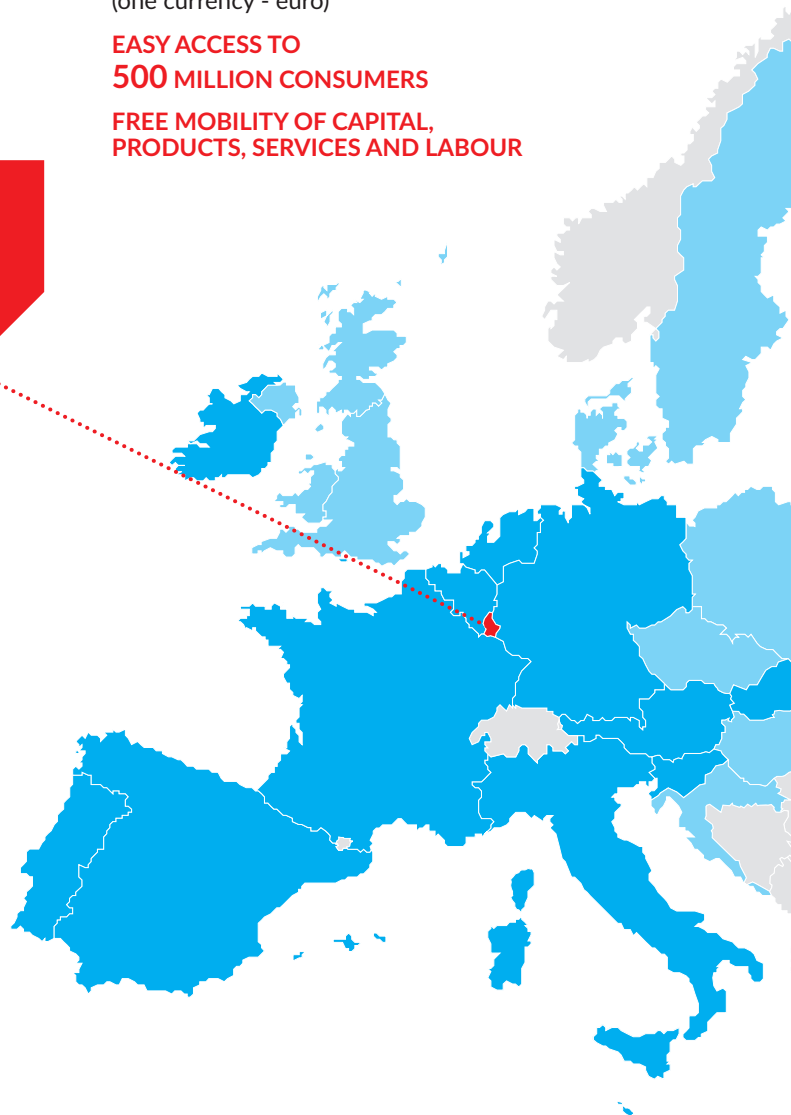
FREE MOBILITY OF CAPITAL, PRODUCTS, SERVICES AND LABOUR

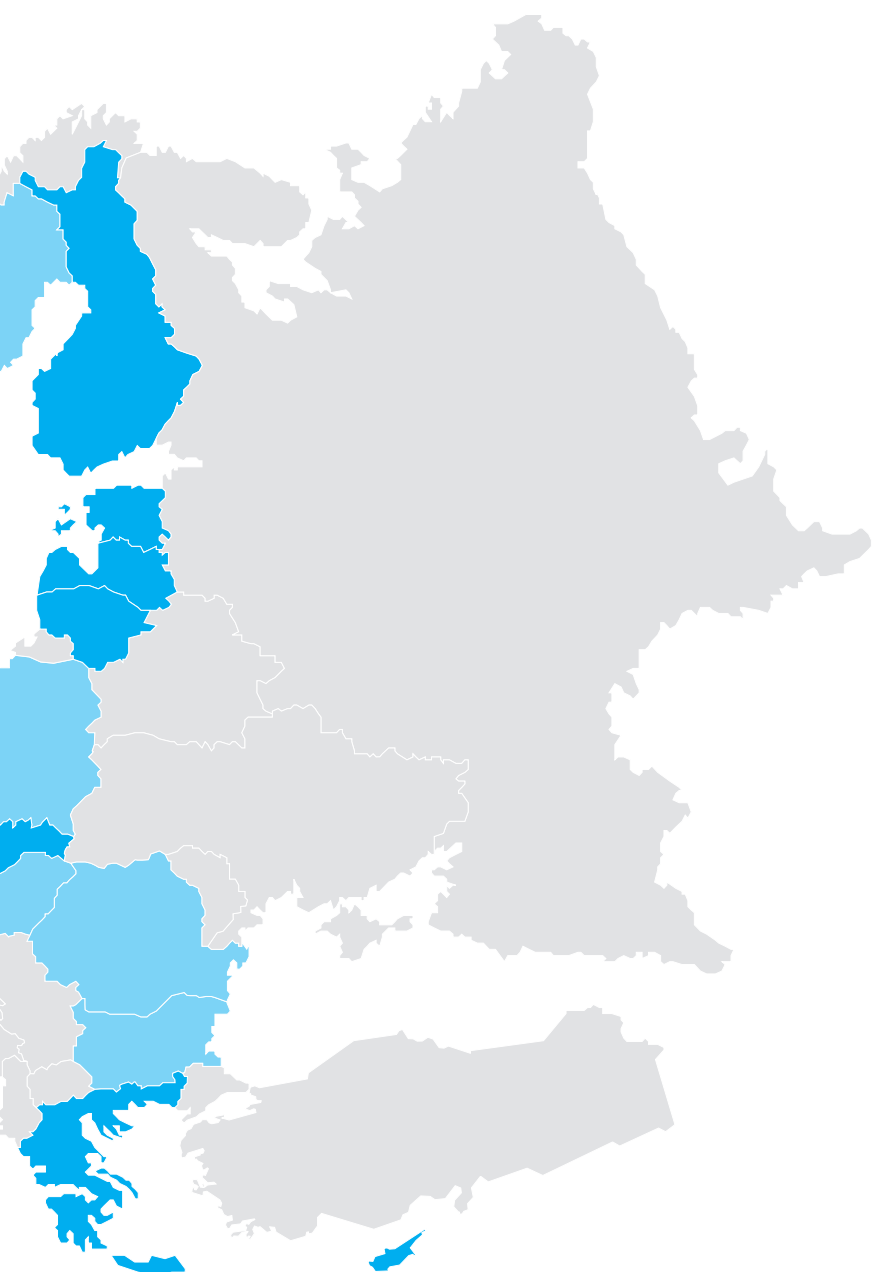


THE GATEWAY TO EUROPE

Luxembourg, a founding member of the European Union and part of the Eurozone, is located in the heart of Europe. It is easy to get around and visit other capital cities by car or train, such as Amsterdam, Brussels, Paris and London.

All major European cities are within 1-3 hours flight, departing from Luxembourg's international airport.





LUXEMBOURG

#3 MOST GLOBALISED ECONOMY IN THE WORLD

Ranking based on cross-border trade, investment and revenue flows in relation to GDP and the impact of restrictions on trade and capital transactions.¹⁾

- Eurozone
- Other EU countries

DISTANCE FROM LUXEMBOURG CITY TO:

- Paris 380 km
- Frankfurt 250 km
- Brussels 200 km

¹⁾ Source: KOF Index of Globalisation, 2017

The background of the slide is a photograph of a light-colored wall covered with numerous pixelated robot stickers. The robots are in various colors including black, blue, red, and orange. Some robots are accompanied by numbers, such as '3062' in red and '2290' in blue. A white text box is overlaid on the left side of the image.

DID YOU KNOW?

✚ **73%** of jobs are held by non- Luxembourgers.¹⁾

✚ Almost **50%** of Luxembourg's population is made up of foreigners originating from more than **170 nationalities** and speaking no less than **80 different languages**.²⁾

INTERNATIONAL AND MULTICULTURAL WORKING ENVIRONMENT

✂ With a dynamic labour market that offers a myriad of exciting job opportunities and highly competitive salaries, Luxembourg is **#2 in the world for attraction of talent.**³⁾

✂ **#1 best place for job security**⁴⁾
Luxembourg offers a stable economy, job security and a healthy work-life balance.

✂ **The local press** produces newspapers and magazines featuring articles in German, French and English. **Newspapers** and **magazines** are also available in the **languages of the foreign communities** with the largest numbers of inhabitants.

✂ In Luxembourg, **foreign nationals** who have lived in the country for at least **five years** can **join the electoral register** to vote in municipal elections.

✂ **The University of Luxembourg ranks #12 worldwide** in the *Times Higher Education (THE) Young University Rankings 2018* and is one of the most international universities in the world with more than 55% of foreign students.

✂ While the country has three officially recognised languages (Luxembourgish, French and German), English is widely spoken. **Luxembourg #1 for average number of languages spoken**⁵⁾ by the population in an EU country (3.6 languages).



✂ Almost all **films** screened in Luxembourg cinemas are shown in the **original version** with subtitles.

LUXEMBOURG IN NUMBERS

INTERNATIONAL POPULATION



602,005
INHABITANTS
(January 2018)

48% FOREIGNERS
170 DIFFERENT NATIONALITIES

EXCELLENT LANGUAGE SKILLS

FRENCH

LUXEMBOURGISH

GERMAN

ENGLISH IS
WIDELY SPOKEN

HIGHLY SKILLED AND COSMOPOLITAN WORKFORCE

73.2% FOREIGNERS
IN THE WORKFORCE

1st
IN THE WORLD FOR
HIGHLY-SKILLED
EMPLOYMENT

**6 OUT OF
10 WORKERS**

in Luxembourg have higher
education qualifications,
the highest rate in the world.

BELGIUM

190,000

CROSS-BORDER WORKERS EVERY DAY FROM
BELGIUM, FRANCE AND GERMANY

GERMANY

FRANCE

Source: Statec, 2018



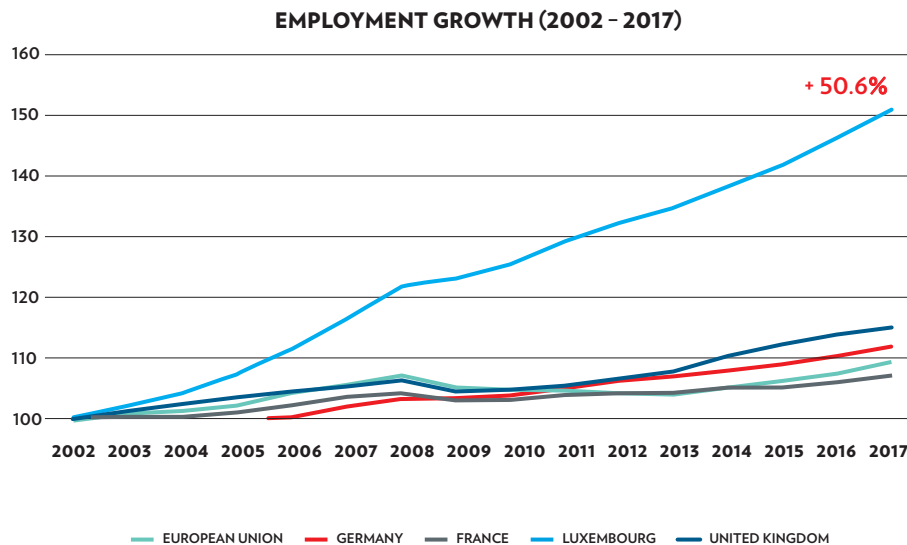
LUXEMBOURG IS... **DYNAMIC**

ECONOMIC AND EMPLOYMENT GROWTH

Luxembourg's powerful economy produces a continuous flow of diverse, secure and well paid job opportunities to give your career expectations attractive, long-term perspectives.

+50.6%

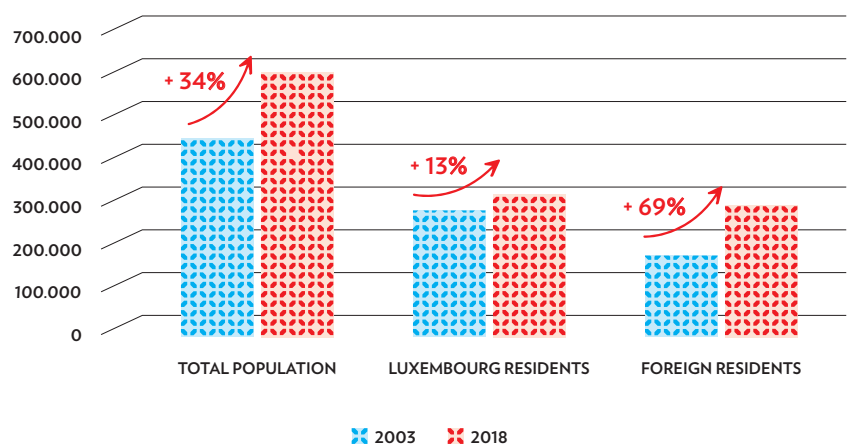
Increase in employment in Luxembourg during the past 15 years.



Source: Eurostat, 2017



POPULATION GROWTH (2003 - 2018)



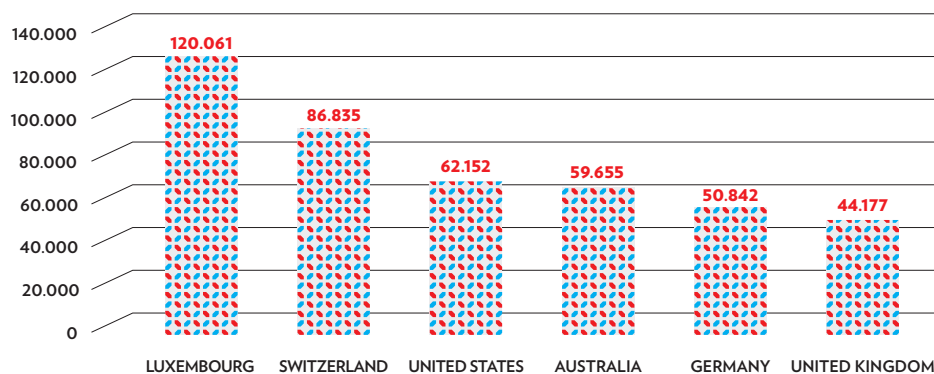
Source: Statec, 2018

AVERAGE ANNUAL WAGES 2017 (IN USD)



Source: OECD, 2017

PROJECTED GDP PER CAPITA 2018 (IN USD)

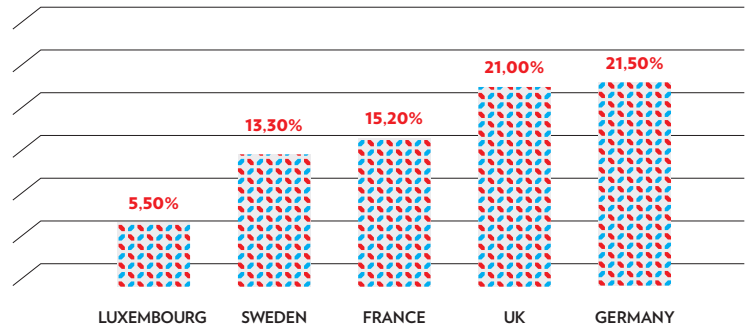


Source : International Monetary Fund, 2018

ONE OF THE LOWEST GENDER PAY GAPS IN EUROPE

In Luxembourg, disparity in earnings between men and women is much lower than in other European countries.

SALARY GAP BETWEEN MEN & WOMEN 2018



Source: Eurostat, 2018

HIGHLY-SKILLED WORKERS TAX REGIME

If you are living in Luxembourg as a highly-skilled worker who has been recruited abroad, you may be entitled to the "impatriate tax regime" and be able to set off against tax, expenses such as relocation, school fees, rent and utilities, and even home leave of one trip per year.



FOCUS

✕ Nearly 90% of current jobs are covered by permanent contracts.

LUXEMBOURG IS... **RELIABLE**



A STABLE AND SAFE ENVIRONMENT

As an AAA-rated economy (the country is one of the few in the world to benefit from such a rating by all the major ratings agencies: Standard & Poor's, Fitch, Moody's, DBRS.), Luxembourg has sound public finances and is politically stable. Furthermore, the country has a strong social cohesion, a first-rate healthcare system and a large network of international schools and day daycare facilities.



ATTRACTIVE SOCIAL BENEFITS

When employed or self-employed in Luxembourg, you are automatically enrolled in Luxembourg's social security system. Social security contributions are split between the state, the employer and the employee, which makes the system very efficient. Despite contributions being low, benefits are high in Luxembourg and, in the vast majority of cases, extend to your family members at no additional costs.



UNEMPLOYMENT BENEFITS

As a foreign resident, you can become entitled to unemployment benefits if you have held one or more employment contracts in Luxembourg for at least 26 weeks over the 12 months prior to becoming redundant. In principle, the amount of the unemployment benefits corresponds to 80% of your previous gross salary (or 85% if you have one or more children) and is paid for a maximum period of one year.



HEALTHCARE BENEFITS

Sickness and maternity insurance provides you with coverage for healthcare services (hospital, doctor visits, pharmacy, etc.). In the event of incapacity for work due to illness, employees in the private sector continue to receive a full salary from their employer. After a certain period of being on sick leave, the National Health Fund will pay sickness benefits.

SOCIAL BENEFITS



FAMILY ALLOWANCE

Family allowance is designed to help households bring up their children by offsetting the financial expense associated with the upkeep and education of children. All children are, therefore, entitled to a monthly allowance payable from the month that they are born, as well as to a back-to-school allowance as of the age of 6 until the end of their schooling (or until they are 25 at the latest).



MATERNITY BENEFITS

Whether through birth or adoption, the arrival of a new child entitles all parents who are employed in Luxembourg to a certain amount of paid leave. For a mother who has just given birth, maternity leave is 12 weeks, starting on the actual date of birth. This leave is in addition to prenatal maternity leave, which begins 8 weeks before the expected date of delivery.



PARENTAL LEAVE

Every parent is entitled to parental leave for every one of their children as long as the child has not reached the age of 6 (12 in the case of an adoption). Full-time parental-leave is granted for 6 months, while part-time leave is granted for 12 months. During parental leave, the parent is entitled to an allowance paid by the Luxembourg Children's Future Fund.



EDUCATION

6 international universities are accessible in a range of 100 km. In addition, students in Luxembourg benefit from an attractive loan and scholarship system.



TRAINING LEAVE

Each worker has 80 days of paid leave for individual training during his professional career.



RETIREMENT BENEFITS

All persons engaged in a professional occupation in Luxembourg are covered by the general pension insurance regime. Pension insurance guarantees a normal old-age pension at 65 years of age (legal retirement age). Under certain conditions, an early old-age pension is available at the age of 60, or as early as age 57.

FOCUS

✧ Luxembourg has around 15 International Schools.



✧ With no fewer than **12 Michelin Star restaurants** in Luxembourg, the country is one of the most densely populated with gourmet restaurants.



✧ On a scale from 0 (most corrupt) to 100 (least corrupt), **Luxembourg takes 8th place (out of 180 countries) in the ranking of the least corrupt countries in the world** in 2017 with a score of 82 points.¹⁾


Source:


¹⁾ Transparency International

²⁾ Eurostat

✧ Luxembourg has one of the **highest life expectancy rates** in Europe (82,4 years).²⁾





 Tuition is provided throughout a pupil's academic career, from preschool to secondary education, in **several European languages**. Moreover, several Luxembourg schools and colleges are now offering English-language streams.

LUXEMBOURG IS... **OPEN, DYNAMIC, RELIABLE**

Luxembourg has a diverse economy that has been growing steadily, continuously outperforming the EU average with an increase in employment of over 50% in the past 15 years. On top of being a vibrant financial centre, Luxembourg relies on highly skilled talent to fuel the strong industry and crafts sector. Add to this a flourishing start-up community, a booming construction industry as well as a highly developed service sector and you start to understand why Luxembourg is such an attractive location for companies and employees alike.

PRIORITY SECTORS

ICT

Luxembourg is a globally recognised hub for ICT and is further positioning itself as a centre of excellence in cybersecurity and data protection. As a “big data” hub, the country offers an excellent location for the development and internationalisation of ICT companies as well as for innovation. Supported by efficient public research infrastructures and projects, this market offers plenty of opportunities for start-ups, SMEs and large enterprises.

Luxembourg will also host EuroHPC, the joint structure for the European strategic project in high performance computing (HPC).





SPACE

The space industry is a key high-tech sector for Luxembourg. SES, the world's leading media and telecommunications group, was established in Luxembourg in 1985 to provide the pioneering satellite-based communication services for which it has since become renowned throughout Europe and around the world. With the [Spaceresources.lu](https://www.spaceresources.lu) initiative, Luxembourg today aims to contribute to the peaceful exploration and sustainable utilisation of space resources for the benefit of mankind. Recently, Luxembourg has launched its National Space Agency.

LIFE SCIENCES

Luxembourg's health sciences and technologies sector has considerably developed over the past few years, and currently specialises in the fields of personalised medicine, diagnostics, bioinformatics and e-Health. The objective is to develop the country as a centre of excellence in molecular diagnostics, the main pillar of personalised medicine.





AUTOMOTIVE

Luxembourg has become a key location for first and second tier automotive suppliers. They employ nearly 10,000 people, generating more than EUR 1.5 billion annual turnover. The country hosts more than 30 key automotive components players and several renowned R&D centres. Smart Mobility is one of the key focus area and Luxembourg is the ideal setting for adjusting products and services to the expectations of the European market.

CLEAN TECHNOLOGIES

Luxembourg is home to a significant number of clean tech companies, which mainly work in the fields of renewable energy, waste management, water treatment and eco-construction.

The take-up of clean technologies is facilitated by an ambitious strategy that Luxembourg has adopted in order to stimulate the production of eco-technology products and to support R&D in clean technologies.





LOGISTICS

Luxembourg is located in the heart of Europe, offering an excellent connectivity to markets in the EU and worldwide. Its central location is within reach of 60% of the total EU market in less than one day. Luxembourg has therefore established itself as a key hub for logistics and is, in particular, focusing on innovative solutions for multimodal transportation and high value-added supply chains in the fields of ICT, security, design, green logistics and strategy.

FINTECH

Luxembourg is a successful well-known international financial centre. The country's fintech industry is growing fast and an increasing number of start-ups as well as established companies are innovating in this highly challenging field. Innovation in financial services is on top of the government's priority list to ensure Luxembourg's position as a global competitive fintech hub.



OUR EXPERIENCE IN LUXEMBOURG

TESTIMONIALS



“It is the country of choice for those who want to invest in their career. Luxembourg offers a perfect balance with your private life and for those wanting to start a family”.

LUISA MARTINS
Consultant Statistics /
Analytics, Capgemini Group



“What brought me here was the location and the job together. It was really the perfect combination of where I wanted to live, where I wanted my family to live and a great stimulating job.”

ETIENNE BESNOIN
Program Manager Tire
Intelligence, The Goodyear
Tire and Rubber Company



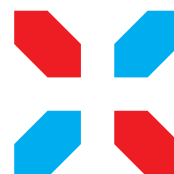
“In our experience, staff come to Luxembourg because of the multinational and the innovative environment as well as the high standard of living.”

PETER KNIPS
HR Manager,
IEE S.A.

BUILD YOUR CAREER IN LUXEMBOURG

TOGETHER

LET'S MAKE IT HAPPEN



ADEM

Interested in checking out the many attractive job opportunities in Luxembourg? Visit ADEM, Luxembourg's public employment agency. Through its privileged contacts and in very close co-operation with Luxembourg employers, ADEM can help you access the labour market and start your career in Luxembourg.

Discover our international and dynamic labour market !

www.workinluxembourg.lu

TRADE & INVEST

Luxembourg Trade & Invest is responsible for the economic promotion of the country as a destination for potential investors. Also to contribute to the internationalisation and export initiatives of Luxembourg based companies. Finally, to promote Luxembourg as an international and innovative business location.

www.tradeandinvest.lu

EURES

EURES is a cooperation network designed to facilitate the free movement of workers within the EU 28 countries plus Switzerland, Iceland, Liechtenstein and Norway. In practice, EURES provides its services through the European Job Mobility portal and through a human network of around 1.000 EURES advisers that are in daily contact with jobseekers and employers across Europe.

www.ec.europa.eu/eures

All the information contained in this brochure can also be found on www.guichet.lu or www.luxembourg.public.lu



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