


Employment reintegration contract

POLICY DEVELOPMENT

PRACTICAL MEASURE/INITIATIVE

 LUXEMBOURG

Timeline



ID number 28368

Background

The public employment service (ADEM) offers a multitude of specific training measures for jobseekers; these range from sectoral training schemes to transversal ones aimed at increasing the overall employability of the job-seeking population. They also include specific contracts with practical ('in-the-field') training components.

Objectives

Reintegrating vulnerable groups into the labour market.

Description

The employment reintegration contract, which alternates practical and theoretical training, was implemented in 2016. It allows:

- (a) employers to pass on their experience and to give a real employment perspective to older jobseekers, people with reduced working capacities or disabled persons;
- (b) jobseekers to illustrate their specific capacities while at the same time acquiring new competences.

The duration of the employment reintegration contract is 12 months. To benefit from an employment reintegration contract, jobseekers must have been registered with the public employment service (ADEM) for at least one month. Anyone receiving an unemployment allowance, a tide-over allowance, a professional tide-over allowance or income for severely disabled persons shall keep this allowance and receive an allowance of EUR 331.07 per month paid by ADEM. At the end of the employment reintegration contract, the employer informs ADEM in writing of the jobseeker's employment possibilities within the company. If the jobseeker is not hired at the end of the contract, the company must provide the PES with a document indicating the acquired skills as well as deficiencies. For three months after the end of the contract, the company is obliged to hire, as a priority, the former beneficiaries of the employment reintegration contract (CRE, *contract de reinsertion*

emploi).

2016 Implementation

2017 Implementation

2018 Implementation

2019 Implementation

In 2019, implementation continued.

2020 Implementation

The law of 24 July 2020 provided temporary dispensation for some employment measures, to promote the reintegration of jobseekers during the COVID-19 pandemic.

During the period from 24 July 2020 until 31 December 2021, a job reintegration contract, comprising alternating periods of practical training and theoretical training, could be offered to jobseekers aged at least 30 (instead of at least 45) or in professional re-deployment or to disabled employees registered with ADEM for at least one month.

When hiring a jobseeker aged between 30 and 45, a share corresponding to 50% of the minimum social wage for unskilled employees is paid by the employer to the Employment fund. When hiring a jobseeker, who is at least 45 years old, in external reclassification, having the status of disabled employee or whose gender is underrepresented in the business sector, the company's participation is reduced to 35% of the compensation received by the jobseeker.

Internship (*Stage de professionnalisation*) previously addressed to jobseekers at least 30 years old was open for jobseekers under 30 years. During the period from 24 July 2020 until 31 December 2021, a professionalisation internship could be offered to all jobseekers registered with ADEM for at least one month.

2021 Implementation

In December 2021, a new law amending the law of 24 July 2020, extended the period during which the age limit of learners aiming to enter a job reintegration contract was decreased from 45 to 30, from 31 December 2021 to 30 June 2022.

2022 Completed

In 2022, the extension of the age limit from 45 to 30 years related to the COVID-19 pandemic ended on June 30, 2022.

Bodies responsible

- Public employment service (ADEM)

Target group

Learners

Learners with disabilities
Unemployed and jobseekers
Persons in employment, including those at risk of unemployment

Thematic categories

Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

Subsystem

IVET CVET

Further reading

[Employment reintegration contract](#)

[Temporary measures](#)

[Extension of temporary measures](#)

Related policy developments

2021 Completed

Project on training jobseekers with disabilities

In 2017/18, ADEM carried out the ESF part-financed COSP-HR project. The project was targeted at jobseekers with disability or outplacement assistance.

 LUXEMBOURG

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28368>