



PEOPLE SOLUTIONS INSIGHTS & UPDATES

IMMIGRATION TO LUXEMBOURG: A NEW PROCEDURE FOR THIRD-COUNTRY WORKERS SINCE 1 OCTOBER 2026

Since **October 1st 2026**, Luxembourg has been applying a new immigration procedure for third-country nationals wishing to settle there to work **for more than 3 months**.

I. Main change

- The prior application for a temporary residence permit has been replaced by an application for a long-stay visa (D visa), to be submitted personally by the future employee to a competent diplomatic representation abroad. This development changes the first stages of international recruitment and requires employers to adapt the organisation of procedures.

This requirement to apply for a long-stay visa (visa D) also applies to third-country nationals who are normally exempt from visa requirements for short stays in the Schengen Area. This exemption does not release them from the new procedure if they intend to reside and work in Luxembourg for more than 90 days.

II. What is changing concretely

Step	Before October 1 st , 2026	Since October 1 st , 2026
First immigration process	Application for a temporary residence permit from the Directorate-General for Immigration in Luxembourg.	Application for a D visa at a competent diplomatic representation abroad.
Submission of the application	By the national or a third party authorised by the national or a third party.	Personally by the national concerned.
Competent Authority	Directorate-General for Immigration in Luxembourg.	Luxembourg embassy (or, where Luxembourg is not represented, the competent Belgian embassy) of the country of origin or country of residence.
Document obtained prior to arrival	Temporary residence permit, followed, if necessary, by a D visa.	Visa D valid for six months, replacing prior authorization.
Post-arrival procedures	• Declaration of arrival • Medical check-up • Application for a residence permit.	These procedures are still necessary after arrival in Luxembourg.



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III. What are the consequences for employers?

This new procedure involves **enhanced coordination with your future employees**, who must now apply for a D visa abroad **in person**.

To anticipate their arrival and facilitate their integration, several points deserve special attention:

- ▶ Anticipate consular procedures and identify the competent representation in the employee's country of origin or residence.
- ▶ Prepare the necessary documents, in particular those relating to the employer, and take into account any prior steps taken with ADEM.
- ▶ Adapt the recruitment schedule to the different stages of the immigration process.
- ▶ Arrange the formalities after arrival, including the declaration to the municipality within three days, the medical check-up and the application for a residence permit at the Directorate-General of Immigration, no later than three months before the expiry of the D visa.

This reform concerns in particular third-country nationals wishing to establish their residence in Luxembourg for a period of more than 90 days. Certain situations, such as renewals of residence permits or procedures under specific regimes, follow different rules.

IV. How can we help you?

In this new context, although the visa D application must now be submitted personally by the employee to the competent diplomatic mission, our People Solutions team remains by your side to support you throughout the immigration process.

Before the application is submitted, we can guide you through the preparation of the necessary documentation, help you identify the required documents and contact embassies to clarify the applicable procedures and requirements.

Once the visa D has been obtained, we can assist you with the administrative formalities related to your employees' relocation to Luxembourg. We can also monitor the expiry dates of their residence permits and alert you ahead of renewal deadlines, helping you anticipate the necessary steps.

Are you recruiting international talent? Contact our BDO Luxembourg People Solutions team to discuss your needs and benefit from tailored support.



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