Requirements for the Successful Integration of Non-EU Citizens in Luxembourg

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Background

• 2015: Luxembourg total population 563,000 with 166 nationalities.

• 2015: Third Country Nationals (Not from EU or EEA citizens) represent 6.5 % of the total population in Luxembourg and 14.1% of the total foreign population.

• 2014: Immigrant population make up approx. 71% of the total number of employees.
Integration measures in place

• 2011: The Welcome and Integration Contract (CAI) is introduced
  – Orientation day
  – Reduced rate language course vouchers
  – Citizenship Training courses

• 2012: The EU blue card implemented
Aim and methods

- Analyze factors which intervene in the integration process of TCN, through the discourse of Non-EU citizens residing in Luxembourg.

- Eleven focus group discussions with 50 volunteers (32 women, 18 men) recruited from among 233 Non-EU beneficiaries of the CAI.

- Semi-structured discussions (4 to 8 people) in English, French, Spanish, Serbo-Croatian or Chinese.

- Duration: 1.5 to 2.5 hours.
Participant profile

• Average age 43 years old (26 -58, SD 7.8)
• 64 % women
• 70 % living in a couple
• 74.4 % university graduates
• 34% worked in intellectual or scientific professions
• 20.7% in public administration and defense, education, health
• 20.3% in service and sales
Results 1

Predisposing factors in linguistic integration

- Multilingualism (Lu, Fr, De, En)
- Ability to communicate
- Acquisition of a language offers no guarantees
- Place to practice
- Choice of first language

Ability to communicate offers no guarantees.
Results 2

Recognition & validation of degrees

Facilitating factors in Professional Integration

Languages acquisition & Formal institutions

Value attributed to work experience
Reinforcing factors in Socio-cultural integration

The initial step to building a network

Integration in the school curriculum of children

Readily available information

Integration as a two-way street
Theoretical Model

Reinforcing factors: socio-cultural
Facilitating factors: professional
Predisposing factors: linguistic

The individual (Immigrant)

Time
Discussion

• First steps involve language acquisition, since linguistic competences have a positive effect on an immigrants job prospects, labour productivity at the workplace earnings & social interactions

• Primary immigrants are mostly men who come for professional reasons, whereas women migrate predominantly for family reasons

• Non-EU immigrants – higher unemployment rate than EU immigrants
  • Difficulty mastering the official languages of the country
  • Devaluing foreign work experience and / or education related competences
  • Lack of support networks
  • Multiple discrimination among others (Social Identity Theory)
• High levels of education highlight misguided notions (Skills paradox)
• Low education – immigrants stay within their own cultural and linguistic circles
Conclusion

Aim for more integrative measures

• The official institutions should mediate the integration between immigrants and the local communities

• Include the entire family in the integration process

• Action plans should include immigrants in their implementation since they best understand the integration requirements

• Consider the multifaceted aspects of integration

• Consider location of immigrant on the theoretical model – i.e. different programs for different needs.
Thank you