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
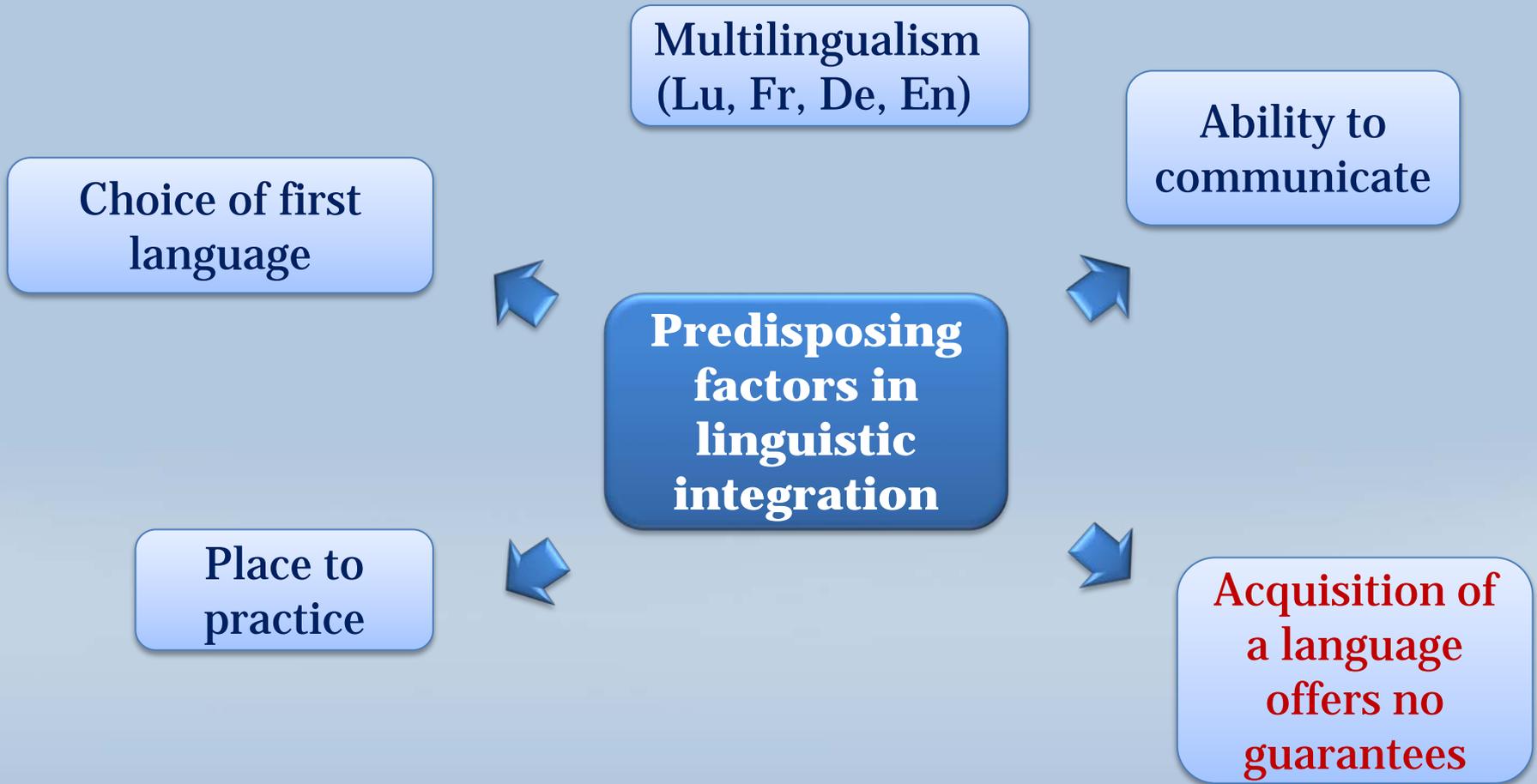
- 2012: The EU blue card implemented

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
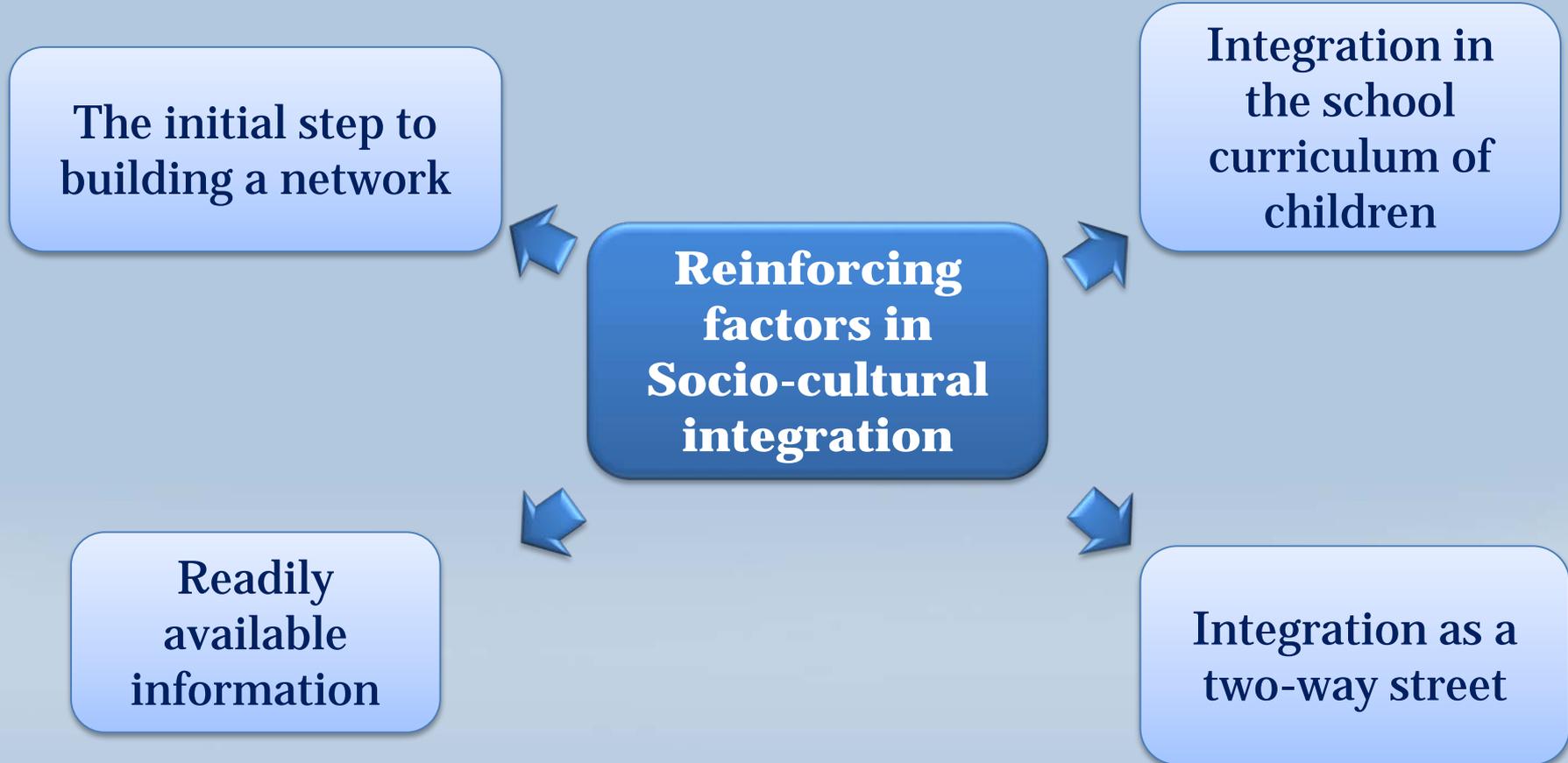- 20.3% in service and sales

Results 1

Results 2

Recognition & validation of degrees

Value attributed to work experience

Facilitating factors in Professional Integration

Languages acquisition & Formal institutions

Results 3

The initial step to building a network

Integration in the school curriculum of children

Reinforcing factors in Socio-cultural integration

Readily available information

Integration as a two-way street

Theoretical Model

Reinforcing factors : socio -cultural

Facilitating factors : professional

Predisposing factors : linguistic

The individual (Immigrant)
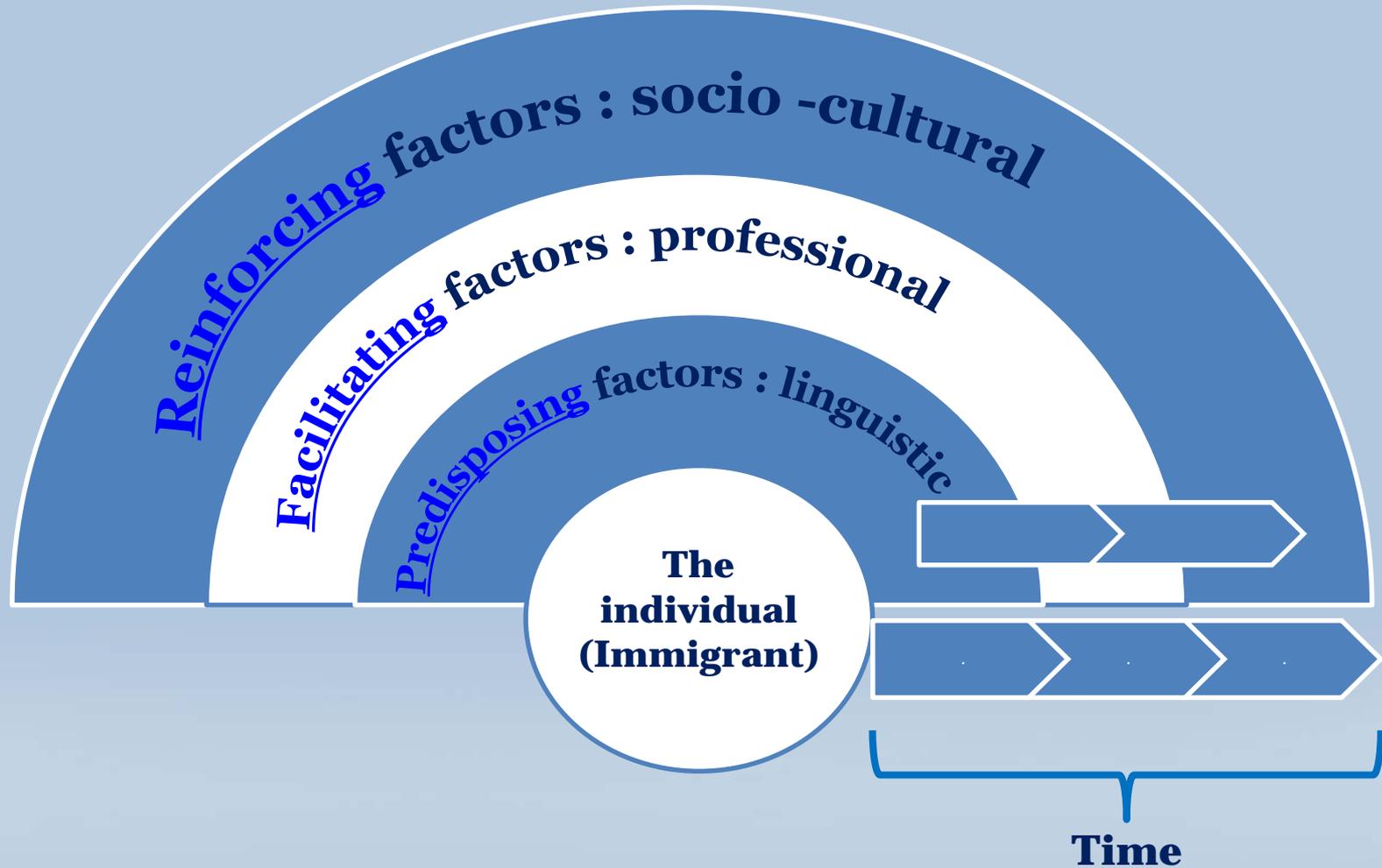
Time

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