

First Study 2018

## Labour Market Integration of Third-Country Nationals in EU Member States

Luxembourg



Co-funded by the European Union's  
Asylum, Migration and Integration Fund



LE GOUVERNEMENT  
DU GRAND-DUCHÉ DE LUXEMBOURG  
Ministère de la Famille, de l'Intégration  
et à la Grande Région

Office luxembourgeois de l'accueil  
et de l'intégration



UNIVERSITÉ DU  
LUXEMBOURG

**University of Luxembourg  
EMN National Contact Point  
11, Porte des Sciences  
L-4366 Esch-Belval  
Luxembourg**

**[www.emnluxembourg.lu](http://www.emnluxembourg.lu)**

**E-mail: [emn@uni.lu](mailto:emn@uni.lu)**

The European Migration Network, created by Council Decision no. 2008/381/EC of 14 May 2008, has the objective of supplying up-to-date, objective, reliable and comparable information on migration and asylum in the Community institutions, to the authorities and institutions of the Member States and to the general public with a view to support policy- and decision-making with the European Union.

## Preface

The opinions expressed in this report are those of the authors. They do not necessarily reflect the positions of the Luxembourg Ministry for Family, Integration and the Greater Region or of the Ministry of Foreign and European Affairs.

The present report was drafted by Ralph Petry and Adolfo Sommaribas, staff members of the National Contact Point Luxembourg within the European Migration Network, under the overall responsibility of Prof. Dr. Birte Nienaber. Continuous support was provided by the members of the national network of the National Contact Point Luxembourg: Sylvain Besch (CEFIS), Christiane Martin (Directorate of Immigration, Ministry of Foreign and European Affairs), François Peltier (STATEC) and Marc Hayot (OLAI, Ministry for Family, Integration and the Greater Region).

## Methodology

National reports are produced by the respective National Contact Points (NCPs) on the legal and policy situation in their Member State according to common specifications. Subsequently, a comparative synthesis report is generated by the European Commission with its service provider giving the key findings from each national report, highlighting the most important aspects and placing them as much as possible within an EU perspective. The various national accounts and the summary report are made publicly available.

The EMN engages primarily in desk research, i.e. it collects and analyses data and information already available or published at the Member State or international level. As documentary sources legal texts, official documents (such as parliamentary documents), reports and press articles have been used for this study. Furthermore, semi-structured interviews were conducted with different stakeholders: the Luxembourg Reception and Integration Agency (OLAI); the Ministry of Labour, Employment and the Social and Solidarity Economy; the National Employment Agency (ADEM); the Chamber of Skilled Craft and Trades; the Luxembourgish Employers Union (UEL); the American Chamber of Commerce Luxembourg (AMCHAM); IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg; CLAE asbl and Sodexo Luxembourg SA.

## Table of Contents

	TOP-LINE "FACTSHEET".....	5
1	PART I: GENERAL AND LABOUR MARKET INTEGRATION POLICIES.....	7
1.1.	OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES .....	7
1.2.	LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES.....	22
1.3.	IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION .....	27
2	PART II: MEMBER STATES MEASURES AND PRACTICES FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS .....	31
2.1	OVERVIEW OF MAIN INTEGRATION AREAS .....	31
2.2	PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES .....	32
2.3	PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS .....	45

## EMN FOCUSSED STUDY 2018

# Labour market integration of third-country nationals in EU Member States

### TOP-LINE "FACTSHEET"

Luxembourg is characterized by a very specific demographic situation with 47,9% of its resident population being non-Luxembourgish nationals as of 1 January 2018. This particular circumstance makes Luxembourg the EU Member State with the highest share of non-citizens residing on its territory. At the same time, around 85% of the foreign population are citizens of another EU Member State, leading to the fact that third-country nationals constitute only 7,3% of the total resident population of Luxembourg, the lowest share of foreigners coming from a third-country in the European Union.

Integration is defined in national legislation as a 'two-way process by which the foreigners shows their will to participate on a long-term basis to the host society, which, in turn, takes all the necessary measures at the social, economic, political, and cultural levels, to encourage and facilitate this approach. Integration is a task that the State, municipalities and civil society achieve together'. In addition to this legal provision, several strategic documents, most notably the multi-annual national action plan on integration 2018, or PAN integration, published in July 2018, make reference to integration and its definition. The PAN integration provides the framework for the programs and tools favouring the social cohesion of Luxembourgish and non-Luxembourgish nationals and the overall national integration policy by identifying five priority domains, one of which explicitly relates to the reinforcement of employability of non-Luxembourgish nationals.

Generally speaking, employment is viewed as a core element of the overall integration process, making both the access to as well as the integration into the Luxembourgish labour market a key element in becoming a part of society. At the same time, this access to and integration into the labour market pose a challenge, particularly to third-country nationals, as the statistics show that their employment rate is lower than that of Luxembourgish nationals or citizens of another EU Member State.

Third-country nationals are predominantly occupied in the *accommodation and food service activities* sector, followed by the *administrative and support service activities* sector and the *wholesale and retail trade; repair of motor vehicles and motorcycles* sector. A closer look at the evolution of the sectors employing third-country nationals over the last years, however, indicates that in particular the *information and communication technologies* sector, the *professional, scientific and technical activities* sector and the *financial and insurance activities* sector register the most significant growth rates, leading to a development that seem to indicate a 'double immigration' of (highly) skilled migrants on the one hand and less or low skilled migrants in the more traditional economic sectors on the other hand.

In regard to the general integration approach as well as the labour market integration policy, this study shows that Luxembourg does not have a specific policy/strategic document/model in place that only focusses on third-country nationals. All political documents (laws and strategic documents such as the PAN 2010-2014 and the new PAN integration of 2018) and public measures (Welcome and Integration Contract (CAI), linguistic leave, support measures provided by the National Employment Agency (ADEM), measures facilitating school integration, electoral registration campaigns, etc.) are aimed at all foreign nationals without distinguishing between EU nationals and third-country nationals. It is the Immigration Law that provides the legal framework regarding the various grounds of migration for economic purposes. Additionally, the legislator aims to be attractive

for certain categories of migrants coming to Luxembourg for economic purposes in order to meet the needs of the country's economic development (via legislative measures such as the European Blue Card, the 'investor' residence permit or the agreement between Luxembourg and Cape Verde).

This being said, this study will present examples of practices that have been identified as good practices in the context of the topic of labour market integration of third-country nationals, despite the fact that they, for the most part, do not fit 100% into the pre-set structure of the study template at hand.

In section 2.2, three Member State measure are presented, the first of which is the linguistic leave, a specific form of additional special leave that is accessible for salaried and independent workers of all nationalities, resident or non-resident, to learn or perfect the command of the Luxembourgish language. This legislative measure was introduced by law in 2009 with the intention to facilitate the integration of the beneficiaries into society through the labour market. The second measure is the AMIF-project 'InSitu JOBS' by the non-governmental organisation CLAE asbl (with co-financing from the Luxembourgish State). This project, which ended in April 2018 was targeted at third-country nationals within the scope of this study as well as at beneficiaries of international protection by providing them information and counselling in the context of access and integration into the Luxembourgish labour market. The third measure was also an AMIF-project and consists of a practical guide that was developed and drafted by IMS Luxembourg, a network of Luxembourgish companies, in order to provide information on how to hire and integrate third-country nationals.

As for the private sector measures in section 2.3. of this study, research of secondary resources as well as consultations with various relevant stakeholders proved to be rather difficult in terms of finding private sector initiatives that specifically target at supporting or facilitating the labour market integration of third-country nationals within the scope of this study. Two measures were selected in this context, the first consisting of a specific recruitment method (simulation-based recruitment method) by a large international company which allows them to evaluate various different profiles of people that are not necessarily detectable through the classic CV-based recruitment methods. The second measure is a business guide developed by the American Chamber of Commerce Luxembourg and aims to promote and facilitate the establishment of new business in Luxembourg by providing information on everything that entrepreneurs and international companies need to know in this context.

# 1 PART I: GENERAL AND LABOUR MARKET INTEGRATION POLICIES

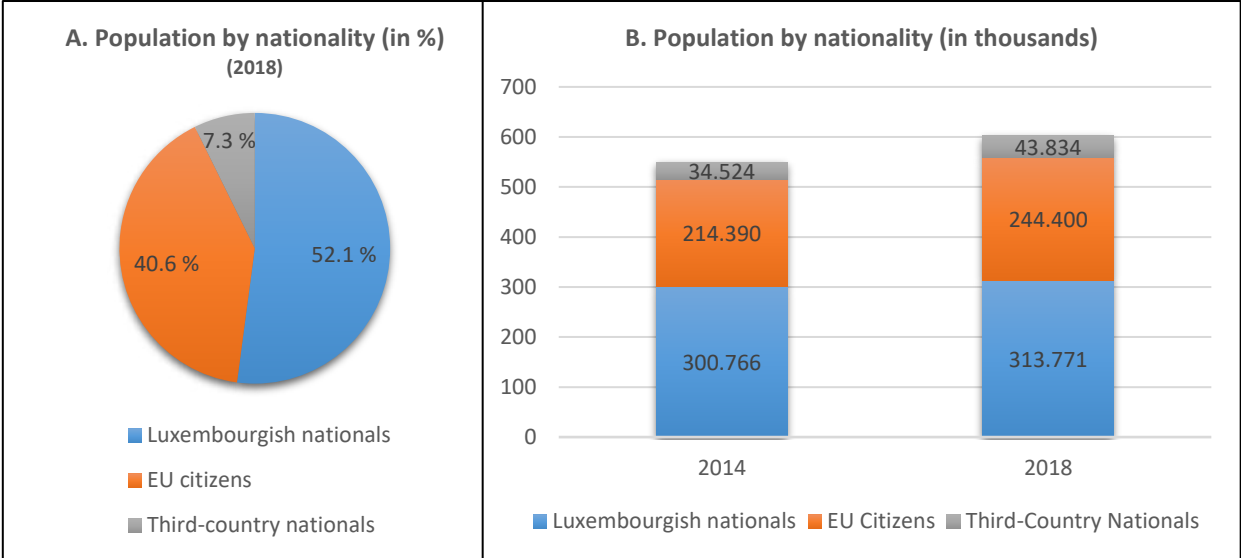
## 1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

**Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals.**

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

Luxembourg is characterised by a very specific demographic situation with 47,9% of its resident population being non-Luxembourgish nationals as of 1 January 2018 (see Figure 1 panel A)<sup>i</sup>, making Luxembourg the EU Member State with the highest share of non-citizens residing on its territory<sup>ii</sup> and covering around 170 different nationalities.

**Figure 1: Population of Luxembourg according to nationality**  
(as of 1 January 2018)



Source: STATEC<sup>iii</sup>, CTIE

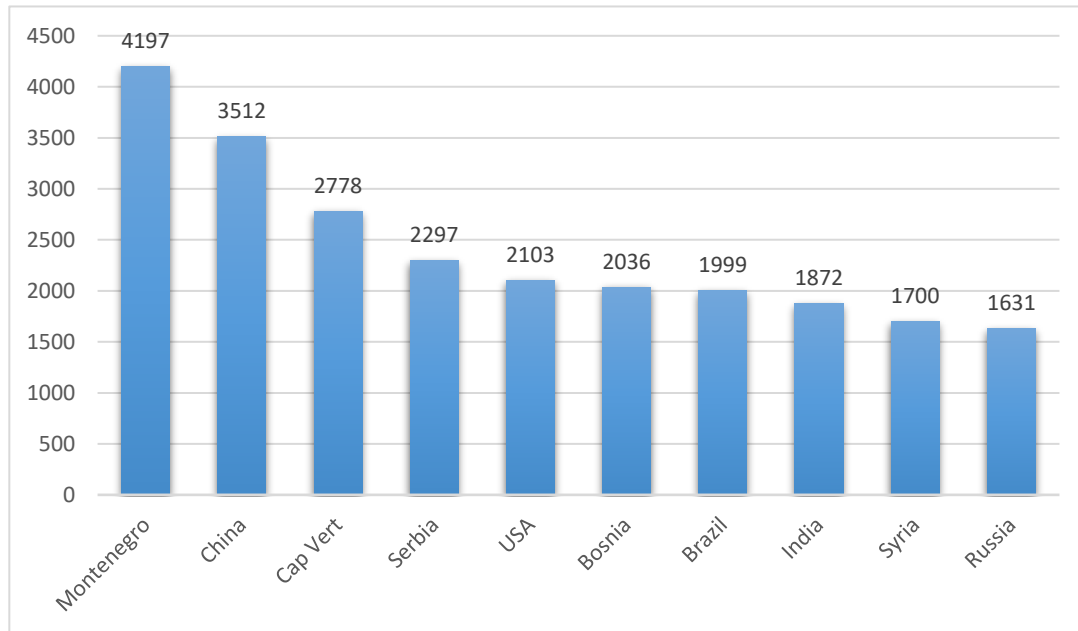
At the same time, Luxembourg registers as the EU Member State with the highest share of foreigners<sup>iv</sup> coming from another EU Member State, namely 85% of the foreign resident population, respectively with the lowest share of foreigners coming from a third-country, namely 15% of the foreign resident population.<sup>v</sup>

As of 1 January 2018 (see Figure 1 Panel B), Luxembourg has a total resident population of 602.005, of which 313.771 are Luxembourgish nationals, 244.400 are citizens of another EU Member State and 43.834 are third-country nationals. The third-country nationals thus represent 7.3% of the total population of the country and 15.2% of the population of foreign nationality.

Of the top ten foreign nationalities in Luxembourg, nine are nationalities of another EU Member State, with Portugal (96.544), France (45.822), Italy (21.962) and Belgium (20.212) among the main countries of origin. Montenegro is the first third-country nationality, ranking at 8<sup>th</sup> place with 4.197 Montenegrins as of 1 January 2018.<sup>vi</sup> Figure 2 illustrates the top 10 third-country nationalities in Luxembourg as of 1 January 2018:



**Figure 2: Top 10 third-country nationalities in Luxembourg**  
(as of 1 January 2018)



Source: STATEC<sup>vii</sup>, CTIE

In terms of migration flows, Luxembourg not only stands out compared with the other EU Member States in regard to the composition of its population (see Figure 1), but also in regard to the dynamic character of its population. According to Eurostat, in 2016, Luxembourg registered as the EU Member State with the highest rate of immigration (with 39 immigrants per 1.000 persons) as well as the highest rate of emigration (with 23 emigrants per 1.000 persons).<sup>viii</sup> Over the past 10 years, Luxembourg recorded on average a rate of net migration (ratio between migration and population) of 17.1 per thousand per year compared to 2.4 per thousand per year in the EU-28.<sup>ix</sup>

A closer look at the residence permits issued to third-country nationals allows for a better overview of the main categories of third-country nationals migrating to Luxembourg. The following table provides more detail regarding the number of first residence permits issued between 2014 and 2017 (200 issuances or more, with 2014 as the reference year).

**Table 1: Residence permits issued to third-country nationals for period of validity longer than three months (first deliveries) – by category of residence permit (2014-2017)**

Category	2014	2015	2016	2017	Increase/decrease rate (2014 to 2017)
Family Member	1.079	1.315	1.209	1.595	47,82%
Long-Term Resident	766	864	794	741	-3,37%
Salaried Worker	409	600	739	955	113,50%

Private Reasons <sup>x</sup>	366	404	357	382	4,37%
International protection <sup>xi</sup>	235	245	731	1.316	460%
European Blue Card	262	337	335	494	88,55%
Student	209	217	208	375	79,43%
Pupil	233	241	191	175	-24,89%

Source: Directorate of Immigration of the Ministry of Foreign and European Affairs<sup>xii</sup>

The statistics show that the 'family member' residence permit has consistently been the most frequently issued residence permit to third-country nationals between 2014 and 2017, with an increase of +47,82% since 2014. The category with the largest increase rate between 2014 and 2017 is the 'international protection' residence permit (refugee status as well as subsidiary protection) with +460%, becoming the second most frequently issued residence permit in 2017. The residence permits for 'salaried worker', 'EU Blue Card' and 'Student' also register with a significant increase rate, whereas the number of permits issued for 'private reasons' stayed rather stable in the period 2014 to 2017. The permits for 'long-term resident' and 'pupil' register with a decrease rate in the same period of time.

The table below provides a statistical snapshot of the total number of residence permits issued to third-country nationals that are valid as of 31 December 2017.

**Table 2: Residence permits valid on 31 December 2017 (first issuance and renewals)**

Category	Permits issued	%
European Blue Card	1.357	5,25 %
Researcher	117	0,45 %
Pupil	83	0,32 %
Student	552	2,14 %
Intra-corporate transfer – employee-intern	2	0,01 %
Intra-corporate transfer – expert/management	126	0,49 %
Young Au Pair	63	0,24 %
Family Member <sup>xiii</sup>	6.948	26,90 %
Mobile intra-corporate transfer - expert/management	2	0,01 %
Long-term resident <sup>xiv</sup>	7.497	29,03 %

Sportsperson or trainer	54	0,21 %
Intern	5	0,02 %
Posted worker	29	0,11 %
Self-employed person	160	0,62 %
Salaried worker	4.085	15,82 %
Transferred worker	169	0,65 %
Private reasons <sup>xv</sup>	1.323	5,12 %
Volunteer	1	0,004 %
International protection <sup>xvi</sup>	3.252	12,59 %
Community Service Provider	1	0,004 %
<b>TOTAL</b>	<b>25.826</b>	<b>100%</b>

Source: Directorate of Immigration of the Ministry of Foreign and European Affairs<sup>xvii</sup>

This snapshot highlights that the residence permits 'family member' and 'long-term resident' combined represent 55,93% of all the considered valid residence permits in 2017. Other categories of residence permits (more than 1.000 issued) that are currently in circulation are: 'salaried worker' (4.085), 'international protection' (3.252), 'European Blue Card' (1.357) and 'private reasons' (1.323).

In addition to the residence permits mentioned in tables 1 and 2, the Directorate of Immigration of the Ministry of Foreign and European Affairs also issues documents to third-country nationals that are family members of an EU-national (including Luxembourgish national) and a national of an assimilated country.<sup>xviii</sup> There are two different categories of these residence cards: a) residence card for family member of an EU citizen; b) permanent residence card for family member of an EU citizen, acquiring the permanent residence status.

**Table 3: Residence permits issued to third-country nationals family member of an EU-national**

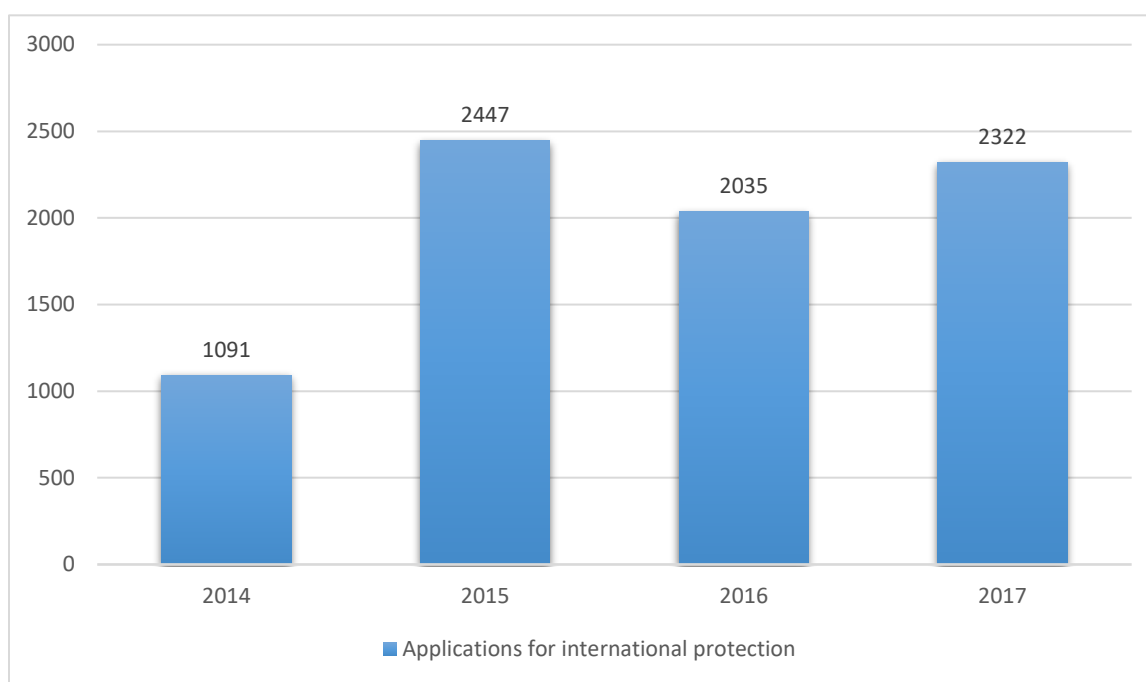
Category	2014	2015	2016	2017
Residence card for family member of a EU citizen	1.208	1.305	1.507	1.477
Permanent residence card for family member of a EU citizen	873	917	813	891
<b>TOTAL</b>	<b>2.081</b>	<b>2.222</b>	<b>2.320</b>	<b>2.368</b>

Source: Directorate of Immigration of the Ministry of Foreign and European Affairs<sup>xix</sup>

The statistical snapshot of 31 December 2017 (Table 2) shows that 8.269 residence cards and 6.417 permeant residence cards (first issues and renewals combined) of third-country nationals family member of EU-nationals were valid.<sup>xx</sup>

As the significant increase of residence permits for international protection indicate in Table 1, another important category of third-country nationals coming to Luxembourg are applicants for international protection:

**Figure 3: Applications for international protection (2014-2017)**



Source: Directorate of Immigration of the Ministry of Foreign and European Affairs<sup>xxi</sup>

This leads into the question if any changes in the composition from 2014 onwards took place. One can conclude that particularly the number of applications and beneficiaries of international protection have increased significantly since 2015 (see Table 1 as well as Figure 3). Table 1 also shows that there have been significant increases in regard to first deliveries of residence permits of most categories included in the table.

- b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

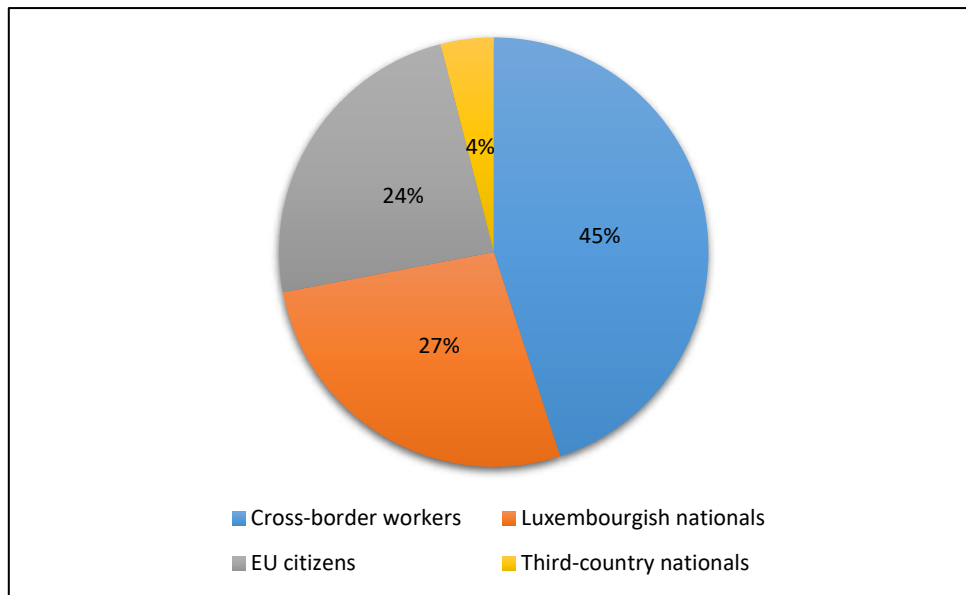
The Luxembourgish labour market is characterized by an international and multicultural work environment, an exceptional rate of a foreign and multilingual labour force, a predominance of the tertiary sector and an unemployment rate (5,5% as of 20 June 2018)<sup>xxii</sup> that is lower than the European average.<sup>xxiii</sup>

Before taking a more detailed look into which sectors third-country nationals are predominantly occupied in, one needs first to highlight one particularly important characteristic of the Luxembourgish labour market, namely the fact that 45% of the workforce in Luxembourg are cross-border workers

from the Greater Region,<sup>xxiv</sup> an area of cross-border cooperation between: the Grand Duchy of Luxembourg, Rhineland-Palatinate and Saarland (Germany), the territory of the Lorraine (France) as well as Wallonia and the German-speaking community in Belgium.<sup>xxv</sup>

As Figure 3 illustrates, of the remaining 55% of the workforce in Luxembourg, 27% are occupied by Luxembourgish nationals, 24% by EU citizens and only 4% by third-country nationals.

**Figure 3: Workforce in Luxembourg according to nationality (2017)**



Source: ADEM<sup>xxvi</sup>

At the same time, the statistics of the National Employment Agency (ADEM) show that among the resident population in 2017, third-country nationals in the Luxembourgish labour market shows the highest growth rate from the previous year, with around +11%. The growth rate for citizens of the European Union is around +3% and around +1,4% for Luxembourgish nationals.<sup>xxvii</sup>

A closer look at the resident work force in the Luxembourgish labour market indicates a similar picture as described above when it comes to the share of third-country nationals. The number of employed resident third-country nationals is considerably lower than that of Luxembourgish nationals or nationals of another EU Member State. With 14.230 people as of 31 March 2017<sup>xxviii</sup> (of a total residence employed workforce of 227.940 in 2017), third-country nationals represent 6,2% of all employed residents in Luxembourg, compared to 48,9% of Luxembourgish nationals and 44,9% of EU citizens (see Table 4).<sup>xxix</sup>

However, this does not prevent third-country nationals from recording the highest growth rate between 2009 and 2017:

**Table 4: Growth rate of the employed resident workforce**

Growth rate	2009	2014	2017	Diff. 2014 to 2017	Growth rate 2014 to 2017	Diff. 2009 to 2017	Increase rate 2009 to 2017
Third-country nationals	9.060	11.080	14.230	3.150	28,4%	5.170	57,1%
EU Member States and assimilated countries	81.800	92.890	102.250	9.360	10,1%	20.450	25,0%
Luxembourgish nationals	97.970	107.020	111.350	4.330	4,0%	13.380	13,7%
<b>Total employed residents</b>	<b>188.650</b>	<b>210.910</b>	<b>227.940</b>	<b>17.030</b>	<b>8,1%</b>	<b>39.290</b>	<b>20,8%</b>

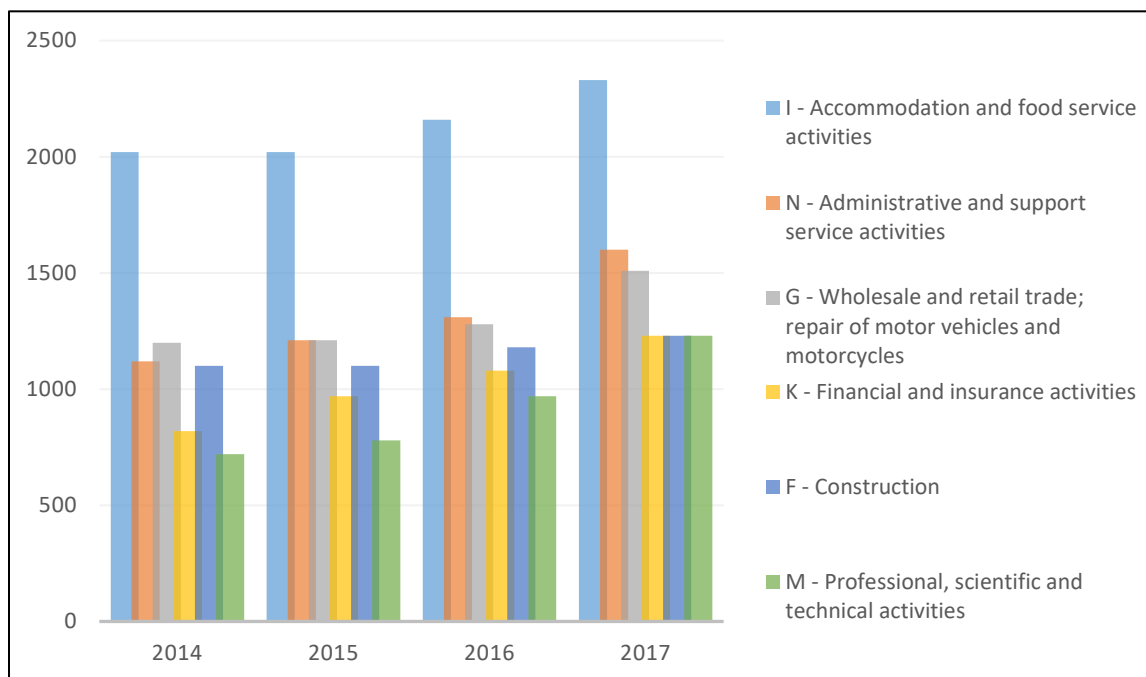
Source: IGSS<sup>xxx</sup>

As Table 4 illustrates, the number of employed resident third-country nationals increased from 11.080 to 14.230 between 2014 and 2017, an increase of 3.150 persons and resulting in a growth rate of +28,4%. This rate is much higher than that observed for EU citizens (+10,1%) and Luxembourgish nationals (+4,0%) and concerns most of the third countries of origin: 61 third-country nationalities saw their workforce in the labour market progress, whereas one can observe a status quo for 27 nationalities and only for 3 third-country nationalities have the numbers decreased.<sup>xxxi</sup> It is also important to keep the impact of the law on nationality in mind in this context (i.e. employed third-country nationals becoming Luxembourgish citizens).

In regard to the sectors in which third-country nationals are predominantly occupied, Figure 4 shows that, as of 31 March 2017, the sector which occupies the most third-country nationals is the sector *accommodation and food service activities* with 2.330 TCNs occupied in 2017, followed by *administrative and support service activities sector* (1.600) and the *wholesale and retail trade; repair of motor vehicles and motorcycles* sector (1.510). The *financial and insurance activities* sector (1.230), the *construction* sector (1.230) and the *professional, scientific and technical activities* sectors (1.230) complete the top 6 sectors occupying third-country nationals in Luxembourg.

**Figure 4: Top 6 sectors of employment of third-country nationals (in thousands)**

(2014-2017)



Source: IGSS<sup>xxxii</sup>

Figure 4 further illustrates the evolution of the occupations of third-country nationals in the top 6 sectors since 2014 (counting more than 1.000, with 2017 as reference year), indicating that the sector *accommodation and food service activities* has consistently been the leading sector. In 2016, the *administrative and support service activities* sector passed the *wholesale and retail trade; repair of motor vehicles and motorcycles* sector, while the *construction* sector lost its leading position compared to both the *financial and insurance activities* as well as the *professional, scientific and technical activities* sector, with the three sectors all counting 1.230 employed resident third-country nationals as of 2017.

The following table provides a closer look at the growth rates, this time including all sectors:

**Table 5: Number of third-country national employees and growth rate of economic sectors**

Economic sectors	Number of employees (as of 31 March 2017)	Growth rate (2014 to 2017)
I - Accommodation and food service activities	2330	15,30%
N - Administrative and support service activities	1600	42,90%
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	1510	25,80%

F - Construction	1250	13,60%
K - Financial and insurance activities	1230	50%
M - Professional, scientific and technical activities	1230	70,80%
Q - Human health and social work activities	880	25,70%
C - Manufacturing industries	660	22,20%
T - Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	660	0%
J - Information and communication technologies	650	85,70%
H - Transportation and storage	600	25%
P - Education	440	25,70%
Z - Undetermined	360	28,60%
O - Public administration	250	13,60%
S - Other service activities	240	26,30%
R - Arts, entertainment and recreation	120	-7,70%
L - Real estate activities	100	0%
A - Agriculture, forestry and fishing	70	16,70%
E - Water supply, sewerage, waste management and remediation activities	30	0%
U - Extraterritorial activities	20	100%
B - Mining and quarrying	0	0%
D - Electricity, gas, steam and air conditioning supply	0	0%
<b>TOTAL</b>	<b>14.230</b>	<b>28,40%</b>

Source: IGSS<sup>xxxiii</sup>

While the *accommodation and food service activities* sector is by far the largest economic sector employing third-country nationals, with 2.330 employees, it is also the sector which shows a rather low increase rate (+15,3% from 2014 to 2017), as did the construction sector (+13,6% from 2014 to 2017).

The most dynamic sectors in terms of growth rate of third-country national employees from 2014 to 2017 are the *information and communication technologies* sector (+85,7% growth rate), the

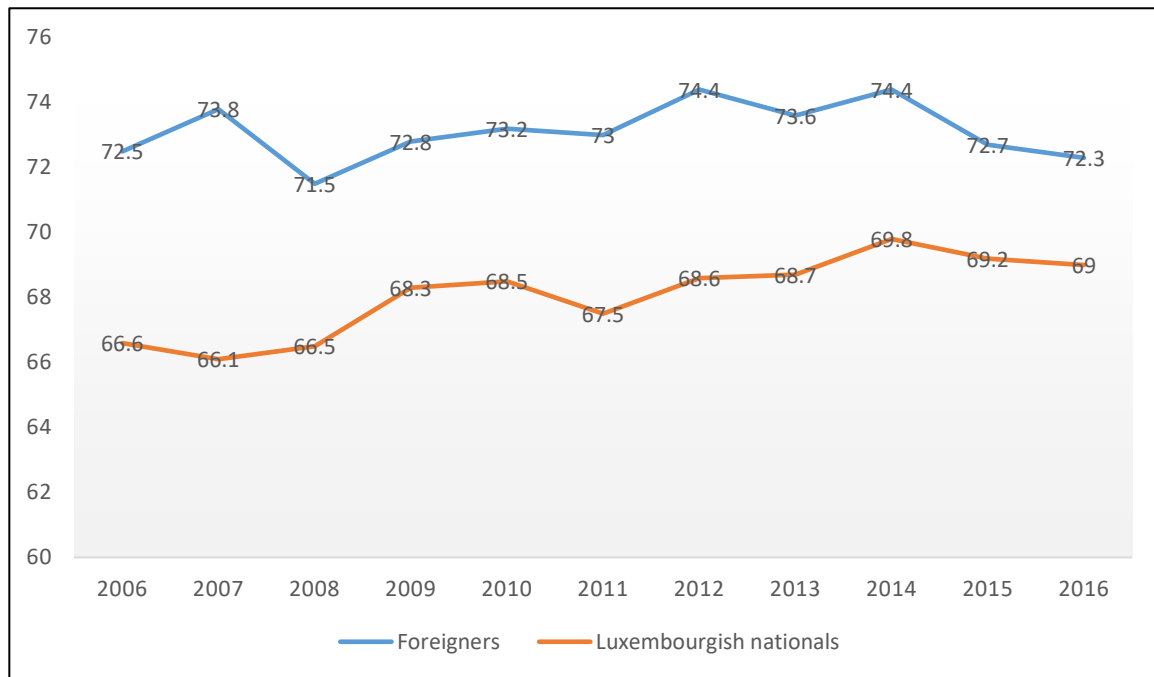


professional, scientific and technical activities sector (+70,8%) and the financial and insurance activities sector (+50%).

These developments indicate that a (highly) skilled and specialized immigration has been developing over the last years in parallel to the existence of a less skilled immigration situated in more traditional economic sectors, such as accommodation and food service activities sector and the construction sector.

In regard to the question whether there are differences in the employment rates of foreign and national citizens, Figure 5 illustrates that the employment rate of Luxembourgish citizens is inferior compared to that of the foreigners. This can be explained due to the fact that the presence of foreign nationals on Luxembourgish territory is in large part a result of labour migration.<sup>xxxiv</sup>

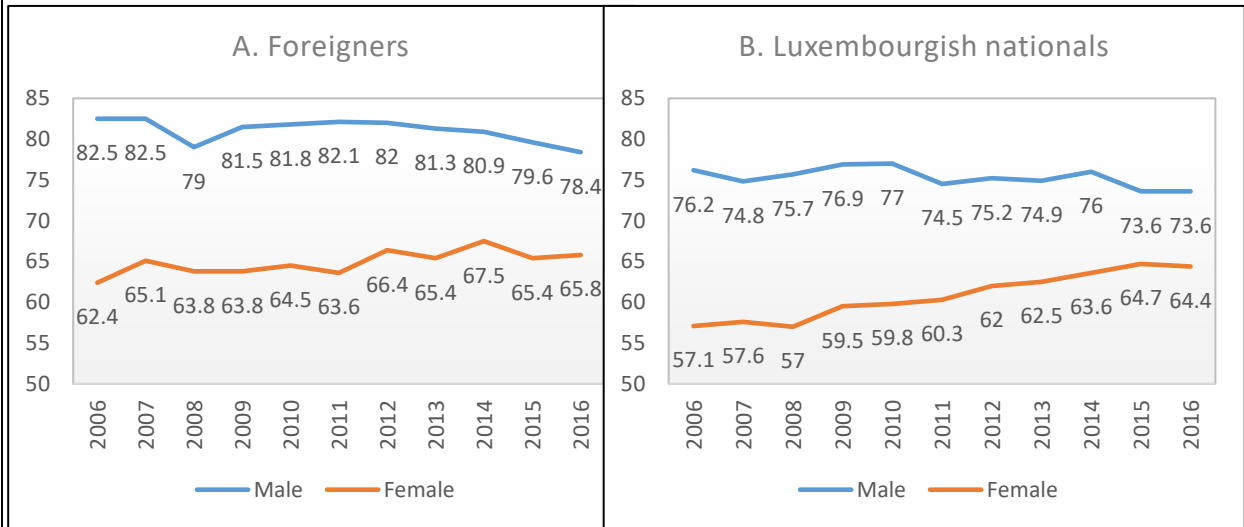
**Figure 5: Employment rate in Luxembourg according to nationality (in %)**  
(2006 - 2016)



Source: STATEC<sup>xxxv</sup>

Moreover, there are also differences in the employment rates by sex. Figure 6 illustrates the employment rate between 2006 and 2016 according to nationality and sex of foreign nationals (panel A) as well as of Luxembourgish nationals (panel B):

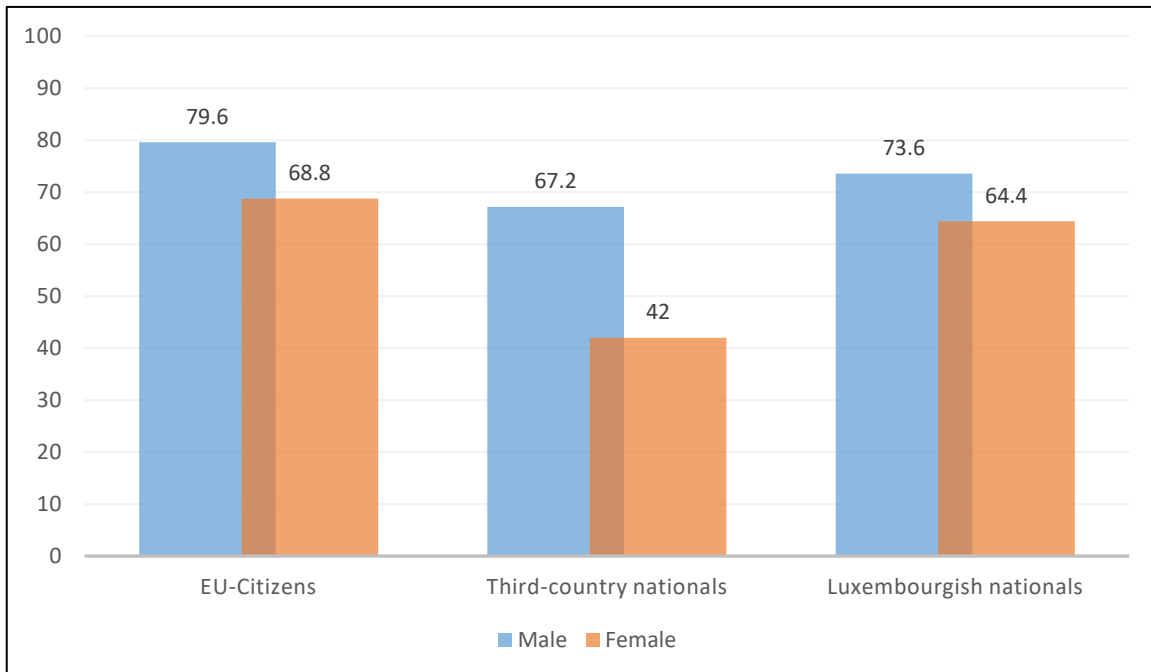
**Figure 6: Employment rate in Luxembourg according to nationality and sex (in %) (2006-2016)**



Source: STATEC<sup>xxxvi</sup>

By disaggregating the employment rate of the foreign resident population, we find that the employment rate of citizens of another EU Member State is higher than that of third-country nationals as well as that of Luxembourgish nationals (see Figure 7). For male migrants, the difference in the employment rate is smaller (12,4%) than for female migrants (26,8%). The employment rate of third-country national women is particularly low, with only 42% compared to 64.4% for female Luxembourgish citizens and 68.8% for female citizens of other EU Member States.

**Figure 7: Employment rate in Luxembourg according to sex and nationality (in %) (2016)**



Source: STATEC<sup>xxxvii</sup>

c) What are the main integration challenges your Member State focuses on? Describe briefly.

One of the main integration challenges in Luxembourg is the fact that Luxembourg has multiple official languages, namely Luxembourgish, French and German, as well as English as an important lingua franca. Multiple stakeholders consulted in the context of this study reported that they consider the languages as one of the main challenges for Luxembourg, not only when it comes to the integration into the labour market but to integration in general.<sup>xxxviii</sup>

Closely linked to the integration challenge of the multilingual context in Luxembourg is the fight against school failure of migrant children. The Service for Newly Arrived Children (CASNA) of the Ministry of National Education, Children and the Youth is responsible for providing information and counselling on the Luxembourgish educational system to migrants and their children.<sup>xxxix</sup> In addition to this, and in order to keep up with Luxembourg's multilingual landscape as well as societal and socio-economic changes, Luxembourg's schools are increasingly looking to diversify in order to be able to cater to the needs of their pupils and in order to support regional development. The Government believes that broadening the country's educational offer will increase foreign pupils' chances of success and will be a pull-factor for foreign investors, companies or scientists considering to settle in Luxembourg.<sup>xl</sup>

The two challenges mentioned above are also identified as such in the context of the new multi-annual national action plan on integration 2018<sup>xli</sup> (*'plan d'action national pluriannuel d'intégration 2018'*, also referred to as *PAN intégration*) and are accompanied by a number of measures that aim at surpassing these challenges (for more information, see answers to Q2 and Q3).<sup>xlii</sup>

A third important challenge highlighted in the PAN integration is the employability of non-Luxembourgish nationals (see also here see answers to Q2 and Q3 for more information).

Another important challenge related to integration is the lack of affordable housing, which is a challenge on the national scale that concerns every Luxembourgish resident. The Chamber of Skilled Craft and Trades, for example, reported that this is an important challenge in their sector as this is often a challenge for the whole family.<sup>xliii</sup>

Lastly, and having the demographic situation of Luxembourg in mind (see answer to Q1 point a)), the social cohesion of the Luxembourgish society has long been a main integration challenge in Luxembourg as regards to prevent having a society where people live next to each other instead of a 'living together' (*'vivre ensemble'*) (see also answer to Q2 below).<sup>xliv</sup>

**Q2. Is the term "integration" defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.**

Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 ([http://www.eesc.europa.eu/resources/docs/common-basic-principles\\_en.pdf](http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf)).

Yes, the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg defines the term "integration" in Article 2 as follows:

Within the meaning of this Act, the term integration refers to a two-way process by which the foreigners shows their will to participate on a long-term basis to the host society, which, in turn, takes all the necessary measures at the social, economic, political, and cultural levels, to encourage and facilitate this approach.

Integration is a task that the State, municipalities and civil society achieve together.<sup>xlv</sup>

The law states further that the term 'foreigners' refers to any person who does not possess Luxembourgish nationality<sup>xlvi</sup> and that the law applies to all foreigners legally residing in the Grand Duchy of Luxembourg.<sup>xlvii</sup> This legal definition shows that the Luxembourgish approach in regard to

integration of non-Luxembourgish nationals draws no distinction between citizens of other EU Member States and third-country nationals. Furthermore, the law explicitly mentions reciprocity as an integral part of the integration process. In this sense, the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg makes clear reference to the Common Basic Principle (CBP) 1 for immigration integration policy in the EU adopted by the Council in 2004<sup>xlvi</sup>, already referred to by the legislator in the statement of reasons (*'exposé des motifs'*) of the draft bill.<sup>xlix</sup>

In addition to the definition of 'integration' in the law mentioned above, there are several strategic documents that make reference to the term 'integration' and its definition:

- An important strategic document in this context is the aforementioned multi-annual national action plan on integration 2018 (*'plan d'action national pluriannuel d'intégration 2018'*, also referred to as *PAN intégration*).<sup>l</sup> The PAN integration succeeds the multi-annual national action plan on integration and against discrimination 2010-2014, or PAN 2010-2014,<sup>li</sup> which was based on the 11 CBPs and most of which had been prioritized on an annual basis.<sup>lii</sup>

The PAN integration provides the framework for the programs and tools favouring the social cohesion of Luxembourgish and non-Luxembourgish nationals.<sup>liii</sup> In addition to referring to the legal framework of the Law of 16 December 2008 mentioned above, the PAN integration<sup>liiv</sup> cites the definition of 'integration' published in the opinion on the integration policy in Luxembourg drafted by the Economic and Social Council (*'Conseil économique et social - CES'*)<sup>liiv</sup> in 2014.<sup>livi</sup> The Economic and Social Council defines 'integration' as follows:

Integration is a complex, long-term process comprising a multitude of elements at different levels (political, education, work, private, etc.) that consists of the effective participation of all people, Luxembourgish and non-Luxembourgish nationals, called to live and/or work in Luxembourg and thus contribute to the construction of a society 'brought together' in respect of shared values, as expressed in equal rights (with the exception of those linked to nationality), and common duties. To lead an integration policy is to define and develop actions aiming to maintain social cohesion at the local level as well as at the national level.<sup>liivii</sup>

One of the five identified priority domains in the PAN integration explicitly relates to employment. Priority 2 calls for the 'reinforcement of the employability of non-Luxembourgish nationals'. More precisely, the PAN integration states that 'the access to employment constitutes a key element of integration, essential for the empowerment, participation and economic contribution of non-Luxembourgish nationals to society'.<sup>liiii</sup>

- Another strategic document worth mentioning is the practical guide that was published in the context of the Communal Integration Plan (*'Plan communal Intégration - PCI'*). Wishing to develop a guideline on local integration, the Luxembourg Reception and Integration Agency (OLAI) in partnership with the Ministry of Interior and the Greater Region and the Union of Towns and Municipalities of Luxembourg (SYVICOL), commissioned a study in 2012 on the modalities of implementation of actions and/or projects developed on the local level. This analysis allowed the development of the national strategy for local integration.<sup>liix</sup> The aforementioned practical guide, published in 2016, aims to define and implement a policy of integration on a local territory and to provide a framework and concrete measures for municipalities wishing to implement an integration policy on their territory.<sup>lix</sup> The practical guide states that 'integration can be defined as a reciprocal process of shared responsibility which enables the 'living together' (*'vivre ensemble'*) and the participation of all residents in respect of diversity and in adherence to common values'.<sup>lxi</sup> It further reads that 'ideally, integration policy should seek to guarantee the feeling of belonging and the community spirit that allows everyone, Luxembourgish and non-Luxembourgish nationals, to participate together in the construction of the Luxembourgish society of tomorrow'.<sup>lxii</sup> Reciprocity is once again mentioned as one key element of integration, leading the authors of the practical guide to call for a stop of talking about the 'integration of foreigners'.<sup>lxiii</sup>

**Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO.**

**If YES please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words)**

No, Luxembourg does not have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study. All political documents (laws and strategic documents such as the PAN 2010-2014 and the new PAN integration of 2018) and public measures (Welcome and Integration Contract (CAI), linguistic leave, support measures provided by the National Employment Agency (ADEM), measures facilitating school integration, electoral registration campaigns, etc.) are aimed at all foreign nationals without distinguishing between EU nationals and third-country nationals (see below for more information).

**If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)**

Yes, Luxembourg has a mainstream integration approach aimed at all non-Luxembourgish nationals and which sometimes also includes, in accordance with the principles of reciprocity and shared responsibility, all residents, foreigners and Luxembourgish nationals alike.

This cross-cutting approach of shared responsibility manifests itself also in the creation of the inter-ministerial committee on integration and its composition. The committee was created in 2008 to meet a need of coordination and exchange between the ministries or administrations that are concerned by national policy on integration<sup>lxiv</sup> and is currently composed of 13 ministries and one administration.<sup>lxv</sup>

The Luxembourg Reception and Integration Agency (OLAI) is the responsible authority for the coordination of the reception and integrating of all non-Luxembourgish nationals<sup>lxvi</sup>, particularly via the aforementioned PAN integration.<sup>lxvii</sup> The PAN integration was drafted by the inter-ministerial committee, under the coordination of OLAI,<sup>lxviii</sup> and was approved by the Council of Government on 13 July 2018.<sup>lxix</sup> Different from the aforementioned PAN 2010-2014, the PAN integration is no longer limited in time, but revisable and adaptable according to the changing needs.<sup>lxx</sup>

Based on consultations conducted with the political and societal actors working in the field of integration, the PAN integration defines five cross-cutting priority domains to be implemented in the framework of the national integration policy, which in general refers to non-Luxembourgish nationals, respectively to all residents of Luxembourg.<sup>lxxi</sup> Among the five priorities, and as already touched upon in Q2, we find the reinforcement of the employability of non-Luxembourgish nationals (priority 2) as well as the implementation of the shared responsibility of integration jointly with the host society by promoting intercultural exchanges (priority 5), highlighting once again that integration is a multi-faceted process with the responsibility shared by all residents of the country. The other three priorities refer to the establishment of a long term monitoring and evaluation system in regard to the integration policy (priority 1), the promotion of education, vocational training and language learning of non-Luxembourgish nationals (priority 3) and the reinforcement of the local stakeholders and support for the municipalities regarding the implementation of the shared responsibility at the local level (priority 4).

In addition to the five priority domains, the PAN integration identifies two fields of action: I. Reception of applicants for international protection<sup>lxxii</sup> and II. Integration of all non-Luxembourgish nationals.<sup>lxxiii</sup> For both fields of action, a number of objectives to be implemented within the framework of the PAN integration have been defined.

Within the field of action II., five objectives have been defined which aim at facilitating the participation of non-Luxembourgish nationals, namely:

1. Facilitating the participation and empowerment of all non-Luxembourgish nationals by means of reception and integration programs
2. Strengthening and supporting municipalities in the implementation of a coherent integration policy at the local level
3. Promoting access to (vocational) training and employability
4. Promoting linguistic and educational integration
5. Increasing the political participation of non-Luxembourgish nationals

In its function as the coordinating authority of the Luxembourgish integration policy, OLAI is responsible for the coordination and/or implementation of various State and non-State integration measures which fall under one or more of the five objectives mentioned above and which are either aimed at:<sup>lxxiv</sup>

- the non-Luxembourgish nationals, such as the Welcome and Integration Contract ('*Contrat d'accueil et d'intégration*' - CAI)<sup>lxxv</sup> and awareness campaigns aiming at increasing the political participation<sup>lxxvi</sup>
- the host society, such as the support for the municipalities in regard to implementing Communal Integration Plans (PCIs) via calls for projects (see below for more information) as well as consolidating and diversifying the already existing measures

Other measures are coordinated and/or implemented by other State and/or non-State actors, such as, among others, the diversification of the existing school offer, the access to (life-long) vocational training and apprenticeship opportunities, the linguistic leave (see *Member State measure 1*), the acquisition of language skills, the acquisition of Luxembourgish nationality or the promotion of diversity at the workplace.

Furthermore, the PAN integration understands itself as being 'consistent with the national program to be implemented in the context of the Asylum, Migration and Integration Fund with which it seeks to find synergies'.<sup>lxxvii</sup> It needs to be mentioned in this context that OLAI is also the responsible national authority for the implementation of the Asylum, Migration and Integration Fund (AMIF) of the European Union.<sup>lxxviii</sup>

Lastly, the mainstream approach can also be found in the framework of calls for projects ('*appels à projets*') by the Ministry of Family, Integration and the Greater Region and the Ministry of Home Affairs<sup>lxxix</sup>, in the framework of the Consultative Communal Commission on Integration ('*Commissions consultatives communales d'intégration*' - CCCI)<sup>lxxx</sup> and the aforementioned practical guide Communal Integration Plan (PCI) (see answer to Q2 for more information).

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

**Q4. What are the main fields/measures which are being actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please briefly list (around 200 words)**

N/A (see Q3).

## 1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

### Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

No, there is no specific policy/strategic document/model in place for the labour market integration of third-country nationals within the scope of this study. The Immigration Law provides the legal framework regarding the various grounds of migration for economic purposes, such as residence permits for 'salaried worker',<sup>lxxxix</sup> 'European Blue Card holders',<sup>lxxxix</sup> 'intra-corporate transferee (ICT)',<sup>lxxxiii</sup> 'posted worker',<sup>lxxxiv</sup> 'seasonal worker',<sup>lxxxv</sup> 'independent worker'<sup>lxxxvi</sup> or 'investor',<sup>lxxxvii</sup> Once legally residing in Luxembourg, third-country nationals can, in general, access the labour market according to the conditions linked to their legal status.

If YES: Please describe:

a) is it part of a general integration policy/strategy?

N/A

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

N/A

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

N/A

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

N/A

e) What are the main objectives of the labour market integration strategy?

N/A

If NO: does your MS have a mainstream approach with regard to labour market integration?

Yes. Similar to the overall integration approach (see answer to Q3), Luxembourg has a mainstream approach with regard to labour market integration. Generally speaking, there are no specific State measures in place that only target third-country nationals. All support measures provided by the Luxembourgish Employment Agency (ADEM) do not only specifically target third-country nationals, but are provided to every jobseeker under the same conditions and to the same extent, provided they have registered with the agency and have access to the Luxembourgish labour market.<sup>lxxxviii</sup>

As mentioned in Q2 and Q3, the PAN integration refers in one of its priorities to the reinforcement of the employability of non-Luxembourgish nationals without drawing a distinction between EU citizens and third-country nationals. Furthermore, many third-country nationals who are family members of

EU citizens (including Luxembourgish national) or an assimilated country can freely enter the labour market, without being subjected to the labour market test.

This being said, there are certain measures in place that specially target at attracting third-country nationals for certain jobs or facilitating their access to the labour market:

a) 'European Blue Card' residence permit

A third-country national wishing to migrate to Luxembourg to work as a highly qualified worker for a period of more than 3 months must apply for a 'European Blue Card' residence permit. In 2017, the salary thresholds for applying as a highly qualified worker were set to:<sup>.lxxxix</sup>

- At least 1,5 times the average gross salary in Luxembourg (49.332 x 1,5 = 73.998 euros in 2017)
- at least equivalent to 1,2 times the average gross annual salary in Luxembourg (49.332 x 1,2 = 59.198,4 euros in 2017) for jobs in occupations belonging to groups 1 and 2 of the International Standard Classification of Occupations (ISCO) for which a particular need for workers from third countries is recognised by the Government.<sup>.xc</sup>

The Law of 8 March 2017, and amending the Law of 29 August 2008 on the free movement of people and immigration, extended the period of validity of the 'European Blue Card' residence permit from two to four years (maximum duration allowed by Directive 2009/50/EC). The aim is to increase Luxembourg's attractiveness to this category of people, as well as to achieve administrative simplification.<sup>.xci</sup> Sectoral restrictions on access to the labour market remain limited to the first two years.

The Ministry of Labour, Employment and the Social and Solidarity Economy, the ADEM as well as the Chamber of Skilled Craft and Trades highlighted the importance of the European Blue Card for Luxembourg.<sup>.xcii</sup> A look at the statistics shows that Luxembourg registered fourth at the European Level in 2016 (last available data for Luxembourg) in terms of EU Blue Cards granted to third-country nationals.<sup>.xciii</sup>

b) 'Investor' residence permit

The Law of 8 March 2017, and amending the Law of 29 August 2008 on the free movement of people and immigration, introduced an authorization of stay for investors, which aims to attract qualitative third-country national investors to the country. The introduction of this new 'investor' residence permit is part of the push towards the diversification of Luxembourg's economy and boosting entrepreneurship.<sup>.xciv</sup> In order to be eligible for this authorisation of stay, the third-country national has, among others, to fulfil one of the following four conditions:<sup>.xcv</sup>

- a. Invest at least € 500.000 in an existing commercial, artisanal or industrial company based in Luxembourg and commit to maintain the investment and the level of employment for at least five years<sup>.xcvi</sup>
- b. Invest at least € 500.000 in a commercial, artisanal or industrial company yet to be created, this including the creation of five jobs within three years of having founded the company<sup>.xcvii</sup>
- c. Invest at least € 3 million in an investment structure that is already in existence or yet to be created in Luxembourg which has an appropriate substance (targeting 'family office' structures)<sup>.xcviii</sup>
- d. Invest at least € 20 million as a deposit in a financial institution established in Luxembourg, committing to maintain this investment for at least five years (targeting 'high net worth individuals')<sup>.xcix</sup>



c) Agreement between the Grand Duchy of Luxembourg and the Republic of Cape Verde

The agreement between the between the Grand Duchy of Luxembourg and the Republic of Cape Verde, approved by the of law of 20 July 2017, also introduces a simplified procedure for obtaining an authorisation of stay for Cape Verdean highly qualified salaried workers who have one of the following professions:<sup>c</sup>

- Directors, senior executives and managers (directors of administrative services, directors and executives of directorates, sales, marketing and development, information and communication technologies);
- Intellectual and scientific professions (physicians, chemists and related, mathematicians, actuaries and statisticians, specialists in life sciences), specialists in technical sciences (with the exception of electro technology), engineers of electro technology, architects, urbanists, surveyors and designers;
- Health specialists (doctors, executive-level nursing and midwifery staff, specialists in traditional and complementary medicine, paramedical practitioners and other specialists of the health profession);
- Specialists in business enterprise (finance specialists, administrative function specialists, sales, marketing and public relations specialists);
- Specialists in information and communication technology (software and multimedia designers and analysts, data base and computer network specialists);
- Specialists of justice, of social sciences and culture (lawyers, specialists of social sciences and of the clergy).

d) Other

The waiving of the following legal provisions also facilitate the access to the labour market for TCNs:

- Waiving of the restriction to one single profession with one single employer during the first year of employment after the renewal of the 'salaried worker' residence permit<sup>ci</sup>
- Waiving of the subjection of TCN family members of TNCs to the labour market test after more than one year of residence when applying for a work permit<sup>cii</sup>

In addition to the measures mentioned above, the aforementioned Law of 8 March 2017 also introduces a mechanism for continuation of activity, which allows registered entities situated in a third country to continue their activities on Luxembourgish territory if a major incident (geopolitical incident, data processing incident or natural disaster) occurred in the country of origin. In case of a major incident, the TCN workers of the registered entity will receive a residence permit of the category 'salaried worker'<sup>ciii</sup>, valid for one year at most and renewable for one year upon request, if they can prove that they have health insurance and appropriate accommodation<sup>civ</sup>. If the entity establishes itself permanently in Luxembourg, the TCN can apply for a 'salaried worker' or 'highly qualified worker' authorisation of stay.<sup>cv</sup>

**Q6. Have the increased migration flows since 2015 had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase of cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.**

Seeing that Luxembourg has a mainstream approach in regard to the labour market integration of TCNs rather than a policy that specifically targets TCNs (see also answers to Q3 and Q5), the increased migration flows since 2015 had no direct influence in this regard.<sup>cvi</sup>

However, the continuous immigration of foreign nationals to Luxembourg as well as the increased flows of applicants for international protection since 2015, resulting in an increasing diversification of the Luxembourgish population (see also answer to Q1), had an influence on the general integration policy in regard to the consultations, draft and publication of the PAN integration.<sup>cvii</sup>

Particularly the increased flows of applicants for international protection since 2015 resulted in a repositioning of the Government. As a consequence, the Government foresees the PAN integration as a multi-annual action plan that provides a framework that initiates the integration process since the arrival and settlement of non-Luxembourgish nationals in the country as residents, irrespective of their status, in order to ensure successful integration and facilitate social cohesion in society.<sup>cviii</sup> In that respect, and as mentioned in Q3, the PAN integration includes the reception of applicants of international protection (field of action I) in addition to the integration of all non-Luxembourgish nationals (field of action II).

In this context, OLAI is currently evaluating if certain (elements of) measures that have been successfully implemented for both applicants and beneficiaries of international protection, particularly since 2015, can also be integrated into the general integration policy in the context of the PAN integration.<sup>cxix</sup>

**Q7. Have there been any debates in media/academia/NGOs on integration generally and integration in the labour market specifically, recently? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.**

As elaborated on in the answers to Q2 and Q3, the PAN integration,<sup>cx</sup> was published in 2018 and succeeds the multi-annual national action plan on integration and against discrimination 2010-2014, or PAN 2010-2014.<sup>cxii</sup> In this context, a consultation debate (*'débat de consultation'*) was organised on 15 March 2018 in parliament. The Minister in charge of integration presented the strategic policy document of the future multi-annual action plan on integration. While the governmental political parties highlighted the work that has been done in the area of integration during the last years, parts of the opposition parties criticised the fact that too much time had passed since the last PAN had concluded in 2014. Furthermore, the timing of the debate as well as the adoption of the PAN integration in the election year of 2018 were criticised.

This critic was also shared by parts of the civil society, such as the Association for the Support of Immigrant Workers (*'Association de soutien au travailleurs immigrés'* – ASTI) who also published their reflexions in regard to the subject of integration in Luxembourg prior to the public debate.<sup>cxiii</sup> In addition to the aforementioned critic, the organization particularly calls to include everybody in Luxembourg into the discussions on integration as well as into the integration policy itself, as every Luxembourgish resident as well as the cross-border workers are concerned by the national integration policy. Furthermore, the organization also calls for an analysis and a revision of the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg, as the Luxembourgish society has changed a lot since the introduction of said law.<sup>cxiii</sup>

In the context of the reform of the guaranteed minimum wage (*'revenu minimum garanti'* - RMG), which will become the social inclusion revenue (*'revenu d'inclusion sociale'* – REVIS) in 2019<sup>cxiv</sup>, ASTI criticised that the current legal dispositions for third-country nationals in terms of the requirement of a legal residence of at least five years will continue to be a challenge for third-country national migrants.<sup>cxv</sup> It also raised the problem of TCNs without housing who cannot benefit from a reference address, a condition for benefiting from REVIS, as well as the challenge that people are confronted with who obtained an authorisation of stay based on family reunification and who are being 'taken care of' (*'prise en charge'*) by a resident, as they will also be excluded from the REVIS. On the other hand, ASTI welcomed the fact that family members of beneficiaries of international protection will have access to the REVIS without having to fulfil the 5 years of residence condition.<sup>cxvi</sup>

Furthermore, over the last years, integration in general has also been debated in the following contexts:

- The referendum of 2015, particularly in the context of the question regarding the extension of voting rights to non-Luxembourgish nationals for legislative elections as well as in the context of the general debate on the political participation of non-Luxembourgish nationals<sup>cxvii</sup>
- The new law on nationality as a (possible) pathway towards integration<sup>cxviii</sup>
- The debate on the Luxembourgish language (*'Sproocheproblematik'*) as a language of integration, culminating in a public debate in parliament on two petitions on the particular linguistic situation of Luxembourg (with Luxembourgish, French and German as official languages + English as an important lingua franca) and the adoption of an 'Action Plan for the Luxembourgish language' (*'Aktionsplang fir d'Lëtzebuenger Sprooch'*)<sup>cxix</sup> by the Government<sup>cxx</sup>

**Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?**

As reported in Q5, the legislator aims to be attractive for certain categories of migrants coming to Luxembourg for economic purposes in order to meet the needs of the country's economic development (via legislative measures such as the European Blue Card, the 'investor' residence permit or the agreement between Luxembourg and Cape Verde). Furthermore, the waiving of certain legal provisions under clearly defined conditions (a. no more restriction to one sector and one profession after the first renewal of the 'salaried worker' residence permit; b. no more subjection to the labour market test for TCNs family members of TCNs after one year of residence) also facilitate the access to the labour market for third-country nationals.

The Luxembourg Reception and Integration Agency (OLAI) highlighted that the reinforcement of the employability of all non-Luxembourgish nationals, EU citizens as well as TCNs, is one of the five priority areas of the recently approved PAN integration (see also Q3).<sup>cxxi</sup> The aim is to increase employability via a number of already existing as well as still to be implemented measures and initiatives, such as the reinforcement of vocational and continuous training, the reinforcement of the promotion of diversity management at the workplace, the promotion of the creation of companies by non-Luxembourgish nationals or the promotion of the linguistic leave (see also *Member State measure 1*).<sup>cxvii</sup>

In the same context, the Ministry of Labour, Employment and the Social and Solidarity Economy as well as the National Employment Agency (ADEM) noted that employment is the key element for the integration of all non-Luxembourgish nationals as it fosters the empowerment and independence of the migrants and provides them a pathway towards contributing to society.<sup>cxviii</sup> The Ministry of Labour, Employment and the Social and Solidarity Economy sees the overall integration of all non-Luxembourgish nationals as a political priority for Luxembourg, especially in relation to Luxembourg's history as an immigration country as well as in relation to the current demographic situation.<sup>cxviii</sup> As elaborated in Q1, Luxembourg is a country where 47,9% of all residents are non-Luxembourgish nationals, making social cohesion an essential part of national policy.<sup>cxv</sup> The National Employment Agency (ADEM) further noted that they currently have around 7.000 positions in all sectors that are declared vacant and that between 40-45% of these positions cannot be covered by either the national workforce or the workforce of the Greater Region.<sup>cxvi</sup> These various factors lead both the Ministry of Labour, Employment and the Social and Solidarity Economy as well as the ADEM to the conclusion that the integration of third-country nationals into the labour market is considered a political priority for Luxembourg.

The Chamber of Skilled Craft and Trades also stated that the labour shortages in the sector of skilled craft cannot entirely be covered by the national or regional workforce, making the integration of third-country nationals also a political priority in their view.<sup>cxxvii</sup>

At the same time, a number of stakeholders consulted in the context of this report mentioned that, according to them, the labour market integration of third-country nationals within the scope of this study is not necessarily seen as a primary political priority or only partially a political priority by the authorities in Luxembourg.<sup>cxxviii</sup> One stakeholder mentioned in this context that, according to them, the political priority of the Luxembourgish government is to employ people who vote and who elect a government.<sup>cxxix</sup> Another stakeholder mentioned that the Asylum, Migration and Integration Fund (AMIF) of the European Union is an important element in this regard, as it provides (co-)funding opportunities for projects that, among others, aim at facilitating the overall integration of third-country nationals in Luxembourg.<sup>cxxx</sup>

### 1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

**Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.**

As elaborated above, there is no specific policy in place in Luxembourg that only focusses only on third-country nationals in regard to labour market integration.

**Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004<sup>1</sup>?**

No. In general, one needs to highlight that third-country nationals often do not figure as a separate category in the samples of studies or reports dealing with the subject of the integration of non-Luxembourgish nationals.

As explained in Q5, Luxembourg has a mainstream approach with regard to labour market integration. For this reason, Luxembourg does not produce national periodic monitoring reports on labour market integration of third-country nationals within the scope of this study. At the time of drafting this report, no list of indicators in regard to integration in general or integration into the labour market has been set for Luxembourg. However, the PAN integration published in 2018 stipulates that the objectives defined within the framework of the PAN integration will be attributed with precisely defined indicators, thereby allowing a regular monitoring of the actions taken as well as facilitating the establishment of a long term monitoring and evaluation system in regard to the integration policy.<sup>cxxxi</sup>

It is important to report in this context that the National Institute for Statistics and Economic Studies (STATEC) publishes a yearly report called 'Work and Social Cohesion Report' ('*Rapport Travail et Cohésion Sociale*'), the latest one published in 2017.<sup>cxxxii</sup> The report, which draws on administrative data as well as on data from the European Union Labour Force Survey (LFS), entails one section specifically dedicated to the situation and evolution of the Luxembourgish labour market. Although the data from the LFS is not disaggregated by nationalities, these analyses nevertheless allow to shed light on the Luxembourgish labour market and the working conditions of the work force.

<sup>1</sup> Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

Furthermore, there are a number of studies that have been conducted in the context of either the European Fund for the Integration of third-country nationals (2007-2013), co-funded by the European Union and OLAI (under the auspice of the Ministry of Family and Integration) or directly by OLAI.

Three studies to be mentioned in this context are the following:

- In 2014, the Centre for Intercultural and Social Study and Training (CEFIS) published a report on the integration indicators resulting from the conclusions of the ministerial conference of Zaragoza.<sup>cxxxiii</sup> This report was drafted within the framework of a convention between CEFIS and the Ministry of Family and constituted a feasibility study on the implementation of the indicators from the conclusions of the conference of Zaragoza. The first purpose of the study was to verify the availability of the data in order to obtain the 14 integration indicators, followed by an analysis of the relevance of these indicators for Luxembourg. Lastly, the aim of the study was also to analyse the applicability of these indicators in the context of the implementation of an integration plan on the local level. During the realisation of the study, CEFIS met with producers of national statistics (STATEC, IGSS, ADEM) and analysed the available of other data sets (such as LFS, EU-SILC, PISA,...). The results of these exchange meetings and these analyses feed into the observations of this feasibility study.

- A second report conducted by CEFIS and published in 2010 discussed, on the one hand, integration indicators and its measurement, and on the other hand, analysed the migration trajectories of persons coming from Cape Verde and from former Yugoslavia.<sup>cxxxiv</sup>

- A third report conducted by CEFIS and published in 2014 addresses the integration at and through work and employment of third-country nationals via a quantitative and qualitative approach.<sup>cxxxv</sup>

**Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?**

As mentioned above, Luxembourg does not have a specific labour market integration policy for third-country nationals within the scope of this study in place. However, certain challenges and obstacles have been highlighted by a number of stakeholders in this context.

The Luxembourg Reception and Integration Agency (OLAI) reported that in the context of the integration of non-Luxembourgish nationals into the labour market, it is important to not only talk about or focus on the professional qualifications of the migrants, but to also consider the more general aspects of integration, such as the aspect of feeling accepted by and integrated into the society as well as the understanding of the Luxembourgish system. According to OLAI, first reports from the National Employment Agency (ADEM) in the context of the Guided Integration Trail (*'parcours d'intégration accompagné'* - PIA) for applicants and beneficiaries of international protection<sup>cxxxvi</sup> show that migrants not only face challenges when it comes to accessing the labour market and finding a job, but that keeping the job is an equally important challenge and aspect of the integration into the Luxembourgish society.<sup>cxxxvii</sup> In this sense, intercultural competences are equally important in order to be able to successfully integrate into the society via the labour market.

In addition, OLAI currently analyses who is eligible for support measures of the ADEM (i.e. who is registered as a jobseeker at the ADEM) in order to guide eligible migrants to these measures. At the same time, it was mentioned that the measures and/or projects offered to the migrants should focus on their specific needs and competences, rather than on the fact that they are either EU nationals or third-country nationals.<sup>cxxxviii</sup> As a privileged member of the Diversity Charter Lëtzebuerg<sup>cxxxix</sup>, OLAI is in contact with a number of companies and can discuss issues related to labour market integration of the labour market of third-country nationals.<sup>cxl</sup>

The ADEM reported that there are no specific support measures in place for third-country nationals, but that the measures offered to jobseekers are general support measures. Which specific measures are then offered to the jobseeker always depends on the needs and skills of the individual person (such as,

for example, language courses, vocational training, internship, etc.). In this sense, the nationality of the jobseeker does not play a role, what is important is that the offered measure(s) enable him or her to access the labour market in the first place or to find a job.<sup>cxli</sup>

Other stakeholders also reported on certain challenges or obstacles that they face or encounter in the context of labour market integration of third-country nationals.

The non-governmental organization CLAE asbl reported that in the context of their project 'InSitu JOBS', which aims at providing information and counselling to third-country nationals and beneficiaries of international protection (see *Member State measure 2*), they encounter two main challenges for specific categories of migrants regarding the access to the labour market:<sup>cxlii</sup>

1. third-country nationals who have a residence permit as a family member of a third-country national, as they do not have immediate access to the labour market, but are subject to the labour market test in the first year of residence in Luxembourg.
2. third-country nationals who have a residence permit for private reasons (for different reasons)

In addition, CLAE asbl reported that these categories of migrants, often women, face the challenges of needing to acquire the knowledge of the common languages of Luxembourg and often have the desire to immediately help their partner by finding a job, no matter which one.<sup>cxliii</sup>

The American Chamber of Commerce Luxembourg reported that, according to them, the administrative procedures in the context of work permit approvals are not fast and transparent enough for a dynamic economy such as Luxembourg. In their view, a more digitalized processing system would be important for Luxembourg in order to be more attractive for foreign talent.<sup>cxliv</sup>

Lastly, some of the studies and reports by CEFIS mentioned in Q10 also highlight certain challenges and obstacles as well as possible remedies in this context:<sup>cxlv</sup>

- lack of visibility of the integration process of third-country nationals and the different types of third-country national migrants (non-skilled, low-skilled, highly-skilled) into the labour market
  - render the integration process more visible by elaborating integration indicators
- difficulties encountered in the context of the recognition of qualifications and diplomas obtained outside of the European Union
  - facilitate and accelerate the procedures for the recognition of these diplomas
  - recognize the professional experiences of migrants through obtaining professional certifications or via access to diploma courses
- existence of a certain ethnic stratification and segmentation of the labour market. Furthermore, the studies showed that phenomena of recruitments from the same communities or families have been observed as well as phenomena of linguistic isolation within companies
  - raise awareness, train and empower the professionals of the administrations, associations and human resource managements to identify and fight visible or systemic discrimination against categories of workers
  - promote and manage diversity through internal tools and trainings for administrations, associations, companies and trade unions in order to avoid the phenomena of isolation and discrimination
  - render the labour market more transparent, avoid that proximity recruitment and the homogeneity of the staff does not result in a source of exclusion
- The legislative measure of the linguistic leave (see *Member State measure 1*) is not utilised to the same extent by the various labour market areas. Certain sectors, employing a large

percentage of foreign labour, seem to make less use or seem to be disadvantaged compared to other sectors, such as 'Construction' or the food service industry ('HORESCA')

- Evaluate the measure of the linguistic leave in order to analyse the impact on the various sectors and nationalities
- Promote the linguistic leave (see PAN integration, objective 3, measure 5)<sup>cxlvi</sup>

## 2 PART II: MEMBER STATES MEASURES AND PRACTICES FACILITATING LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

*This part aims to provide an overview of the main integration approaches and identifying existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.***

### 2.1 OVERVIEW OF MAIN INTEGRATION AREAS

**Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.**

*If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study*

*Please focus on:*

- a) *The main objectives and approach in each relevant area, and actors involved.*
- b) *Briefly describe the implementation framework.*

*Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.*

As elaborated in Part 1 of this study, there is no specific policy in place in Luxembourg that only focusses on third-country nationals in regard to labour market integration, nor are there any specific State measures in place that are only aimed at third-country nationals.

However, section 2.2 will illustrate three measures/initiatives that relate to the integration of migrants into the labour market, without, however, only focussing on third-country nationals within the scope of this study.

<b>Area/component</b>	<b>General overview</b> Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and is they are provided free or charge.	<b>Stakeholders</b> Briefly describe who is responsible of planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	N/A	N/A
2. Enhancement of (soft) skills	N/A	N/A
3. Provision of information and counselling	N/A	N/A
4. Enhancement of intercultural/civic relations in the workplace	N/A	N/A



5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	N/A	N/A
6. Incentive measures for migrants or employers	N/A	N/A
7. Support for self-employment	N/A	N/A

## 2.2 PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of the study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

**Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.**

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration and which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women, etc.).

*Please do not mention measures focussing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).*

### Labour integration areas

- 1. Training and Qualification** (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)
- 2. Enhancement of (soft) skills** (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)
- 3. Provision of information and counselling** (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)

### Type of measures

1. Programme and systematic measures (multi-year / long term)
2. Projects (ad-hoc)
3. Legislative/policy (structural) measure

4. **Enhancement of intercultural/civic relations in the work place inclusion** (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)
5. **Tailor made measures** to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
6. **Incentive measures for migrants or employers** (e.g. measures to encourage employers to hire migrants or migrants to take a job)
7. **Support for self-employment** (e.g. entrepreneurship courses, courses on how to set up a company)

Measure 1	
Overview	
<b>Name</b>	'Linguistic leave' ('Congé linguistique')
<b>Type</b>	Legislative/policy (structural) measure
<b>Area</b>	Enhancement of (soft) skills
<b>Access</b>	Open to all salaried and independent workers of all nationalities, resident or non-resident, and working in Luxembourg.
<b>Target group</b>	<input type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input checked="" type="checkbox"/> Mainstream labour market integration measure (for all) Third-country nationals are not specifically targeted by this measure, as the main objective is to provide Luxembourgish language courses to everybody that wants to (continue to) learn Luxembourgish. However, it is integrated in the study as it was introduced as a legislative measure with the intention to facilitate the integration of the beneficiaries into society through the labour market (see M1.Q2.).
<b>Coverage</b>	National
<b>Budget</b>	For 2018, the Ministry of Labour, Employment and the Social and Solidarity Economy has a budget of 400.000€ to reimburse 50% of the compensatory benefits paid to the beneficiary of linguistic leave by the employer and 50% of the social contributions (see below for more information). <sup>cxlvii</sup>
<b>Link</b>	<a href="https://guichet.public.lu/citoyens/en/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique/index.html">https://guichet.public.lu/citoyens/en/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique/index.html</a> (last accessed on 5 June 2018).
Description	
<p><b>M1.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p>a) The linguistic leave is a specific form of additional special leave that is accessible for salaried and independent workers of all nationalities, resident or non-resident, to learn or perfect the command of the Luxembourgish language. Linguistic leave consists of 200 hours per career and is provided as part of the occupational training system available in Luxembourg, in addition to individual training leave.<sup>cxlviii</sup></p> <p>Linguistic leave may be granted to:<sup>cxlix</sup></p> </div>	

- employees working in Luxembourg, in the private sector, and who have, at the time of the application, at least six months of service with the same employer in the Grand Duchy of Luxembourg (there are no specific conditions pertaining to the employment contract)

- self-employed workers, or individuals exercising a liberal profession, who have been working in Luxembourg for at least 6 months

There are no age or residence criteria that need to be met in order to be able to apply for linguistic leave. The employee has to submit the application for the linguistic leave to his/her employer, who in turn has to complete the application and issue an assessment on the request for linguistic leave.<sup>ci</sup>

b) The measure is voluntary and provided free of charge to third-country national (for more information on the reimbursement, see M1.Q3).

c) There are no differences in conditions for third-country nationals and (EU) nationals (see point a) above).

d) No.<sup>cii</sup>

**M1.Q2. Please describe briefly the context in which the measure has started:**

a) *When was the measure introduced and what was/is its duration?*

b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*

c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*

d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*

e) *Key activities*

a) This measure has been introduced by the law of 17 February 2009 introducing a linguistic leave and amending the Labour Code.<sup>ciii</sup>

b) There have been no direct links to the migration flows starting in 2015 on this measure as the law precedes the migration flow.

c) The linguistic leave was introduced as an incentive for salaried and independent workers of all nationalities to learn or perfect the Luxembourgish language as a means to facilitate the integration of the beneficiaries into society through the labour market.<sup>ciiii</sup>

d) There is no determined time limitation except for the fact that the applicant needs to have been (self-) employed for at least 6 months at the time of the application.<sup>civ</sup>

e) The total duration of the linguistic leave may not exceed 200 hours and is divided into two stages of a minimum of 80 hours and a maximum of 120 hours per stage for each beneficiary during the course of his professional career. Only the successful completion of the first stage, attested by a certificate or a diploma, enables the access to the second stage.<sup>civ</sup>

**M1.Q3. Please briefly describe the implementation modalities, notably:**

a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*

b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*

c) *How and by whom is it promoted to third-country nationals?*

a) The linguistic leave itself is a measure that is provided by the Ministry of Labour, Employment and Social and Solidarity Economy. However, the applicants that want to benefit from the linguistic leave need to take the courses offered by recognised language institutions in Luxembourg or abroad:<sup>clvi</sup>

- at institutions benefitting from the status of public or private schools that are recognised by the public authorities and that are issuing certificates recognised by said public authorities
- at professional chambers
- at local authorities
- at foundations, private persons and associations that are specifically approved by the Minister responsible for vocational training
- at ministries, administrations and public institutions

b) The linguistic leave is free of charge for the beneficiary, who is entitled to compensatory benefits corresponding to their average hourly wage for each hour of leave. The benefit amount cannot exceed 4 times the social minimum wage per hour for unskilled workers. The compensatory benefit is paid by the employer.<sup>clvii</sup> The State reimburses the employer 50% of the compensatory benefit and 50% of the employer's share of social contributions.<sup>clviii</sup>

As for self-employed workers, or individuals exercising a liberal profession, they are entitled to compensatory benefits corresponding to 50 % of the reference amount calculated on the basis of the previous year's income used as the contribution base for pension insurance, which reference amount cannot 4 times the social minimum wage for unskilled workers. The benefit is paid after the self-employed worker, or individual exercising a liberal profession, has submitted a declaration using a standard form provided for that purpose.

Furthermore, the Minister of Labour, Employment and the Social and Solidarity Economy has a budget to compensate the employers who decide to organise courses for their salaried workers at their business.<sup>clix</sup>

c) Information regarding the linguistic leave is publicly available on the information portal of the government of the Grand Duchy of Luxembourg (see hyperlink above).<sup>clx</sup> Furthermore, it is promoted in the context of the 'Action plan for the Luxembourgish language',<sup>clxi</sup> the PAN integration<sup>clxii</sup> as well as by the Chamber of employees.<sup>clxiii</sup>

**M1.Q4. Please briefly describe the impact of the measure and notably:**

- Did it meet the anticipated objectives? YES/NO/Partly*
- What are the main outcomes*
- Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- Challenges during implementation and remedies applied*
- Likelihood of continuation of the measure. If discontinued, please explain why*

a) Seeing that the linguistic leave is a legislative measure, there are no anticipated goals or objectives per se. However, one can say that, overall, it is considered to be a successful measure in the sense that the allocated budgets for the reimbursement of compensatory benefits, social contributions and languages courses organised by the employers themselves have entirely been used over the last years.<sup>clxiv</sup>

b) Since its introduction in 2009, 2.820 different people have applied for linguistic leave (introducing a total of 4.289 applications). In 2017, 253 new individuals introduced an application. The totality of different beneficiaries of linguistic leave between 2009 and 2017 can be disaggregated as follows:<sup>clxv</sup>

- Salaried worker beneficiaries: 2.738

<ul style="list-style-type: none"> <li>• Independent worker beneficiaries: 82</li> <li>• Non-resident beneficiaries by country of origin: France – 1.221, Belgium – 419, Germany – 102, United Kingdom – 1</li> <li>• Beneficiaries by economic sector: Insurance – 58, Other – 111, Bank – 52, Commerce – 226, Municipality – 11, Culture – 18, Health &amp; Care – 1.398, Service – 854, State – 10</li> <li>• Beneficiaries of the first segment : 2.352</li> <li>• Beneficiaries of the second segment: 468</li> </ul> <p>c) The current government stated in its governmental program that an evaluation of the linguistic leave is foreseen during the legislative period 2013-2018.<sup>clxvi</sup> However, at the time of drafting this report, no such evaluation of this measure has been conducted.<sup>clxvii</sup></p> <p>d) The only minor challenge reported by the Ministry of Labour, Employment and Social and Solidarity Economy is that they sometimes face issues in the context of claims for reimbursement of the compensatory benefits by the companies or employers because deadlines are not always kept.<sup>clxviii</sup></p> <p>e) There are no considerations to discontinue this legislative measure as it is an element of the 'Action plan for the Luxembourgish language', published in March 2017, as well as the PAN integration, published in July 2018 (see also point c) in M1.Q3. above).</p>
--

Measure 2	
Overview	
<b>Name</b>	'InSitu JOBS' - AMIF-project by the non-governmental organisation CLAE asbl
<b>Type</b>	Projects (ad-hoc)
<b>Area</b>	Provision of information and counselling
<b>Access</b>	All third-country nationals within the scope of this study as well as beneficiaries of international protection
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals and beneficiaries of international protection) <input type="checkbox"/> Mainstream labour market integration measure (for all)
<b>Coverage</b>	National
<b>Budget</b>	This measure was a project in the framework of the Asylum, Migration and Integration Fund (AMIF) of the European Union with a budget of 447.795€ for three years. 50% of the budget was co-financed by the European Union and 50% by the Luxembourg Reception and Integration Agency (OLAI), under the hospice of the Ministry of Family, Integration and the Greater Region. <sup>clxix</sup>

<b>Link</b>	<a href="http://www.clae.lu/migrations/insitu-jobs/">http://www.clae.lu/migrations/insitu-jobs/</a> (last accessed on 22 June 2018)
<b>Description</b>	
<p><b>M2.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i>  b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i>  c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i>  d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a) The project 'InSitu JOBS' was a project initiated and implemented by the non-governmental organisation CLAE asbl ('Comité de liaison des associations d'étrangers' – Liaison committee for associations of foreigners).<sup>clxx</sup> Despite the fact that the project has ended at the time of finalization of this study, it has nevertheless been included for two main reasons: 1. it was a tailor-made labour market integration measure in the otherwise mainstream integration policy approach in the Luxembourgish context; 2. certain elements of the project are currently still being implemented by the organisation and CLAE asbl is currently looking for a possibility to continue the activities of the project in a different context (see M2.Q4 below).</p> <p>As mentioned above, the target group of the project were third-country nationals within the scope of this study as well as beneficiaries of international protection. The access to the measure itself was the same for both target groups, without any distinction.<sup>clxxi</sup></p> <p>b) The measure was voluntary and provided free of charge.<sup>clxxii</sup></p> <p>c) N/A</p> <p>d) No.<sup>clxxiii</sup></p> </div> <p><b>M2.Q2. Please describe briefly the context in which the measure has started:</b></p> <p>a) <i>When was the measure introduced and what was/is its duration?</i>  b) <i>Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</i>  c) <i>What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</i>  d) <i>When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)</i>  e) <i>Key activities</i></p> <div style="border: 1px solid black; padding: 10px;"> <p>a) The project was launched on 1 May 2015 and lasted for three years until the 30 April 2018. It was developed out of experiences of two former projects of the organisation, which were also co-financed by the European Union and OLAI in the context of the European Refugee Fund (project 'Tracer sa voie' from 2011-2013) and the European Fund for the Integration of third-country nationals (project called 'Itinéraires pour l'emploi' from 2011-2013).<sup>clxxiv</sup> These two projects also provided information and counselling in the context of access to the labour market, but on a smaller scale that only included the first phase of the 'InSitu JOBS' project (see point e) below). The target group of these two projects were</p> </div>	

applicants and beneficiaries of international protection as well as third-country nationals within the scope of this study.<sup>clxxv</sup>

b) Seeing that the measure was specifically dedicated to third-country nationals regularly staying in Luxembourg as well as to beneficiaries of international protection, the migration flow starting in 2015 had a consequence in terms of increasing registration numbers of the ladder category of migrants. CLAE asbl further reported that the beneficiaries of international protection that contacted them in the context of this project were rather highly qualified migrants compared to other third-country nationals who came to Luxembourg in the context of family reunifications or on other grounds of migration. However, there were no changes relating to the conditions to access.<sup>clxxvi</sup>

c) As mentioned under point a), the project was developed out of the experiences of two former projects of the organisation with the primary aim of providing information and counselling to third-country nationals that want to integrate into the Luxembourgish labour market. Furthermore, the fact of providing information and counselling to foreign migrants, particularly third-country nationals, is part of the organisation's history.

d) There was no determined time limitation, migrants were able to access the measure at any time.

e) The project consisted of three different phases:<sup>clxxvii</sup>

- In the first phase, CLAE asbl conducted individual interviews with the migrants in order to discuss the needs of the person as well as his/her professional project (i.e. provide administrative information, conduct a skills assessment, providing support in regard to the recognition of qualifications, support in drafting a CV or a letter of motivation, etc.).

- The second phase consisted of three professionalization workshops ('ateliers de professionalisation') with a number of specific modules:

1. relating to the personal and professional development of the person (working towards self-esteem and self-confidence in finding a job)
2. relating to more concrete and practical matters (how to draft a CV and letter of motivation)
3. relating to the preparation for a job interview

These workshops were organised in group sessions (maximum 10 people at a time) and covered every possible step in terms of preparation for the access to the labour market.

- In the third phase, CLAE asbl organised workshops that brought beneficiaries of the project and companies together. During these workshops, companies were invited to organise information sessions to explain the different types of jobs that exist within their company as well as the conditions and requirements that are needed to apply for the different positions.

**M2.Q3. Please briefly describe the implementation modalities, notably:**

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a) The project was entirely implemented by CLAE asbl, with OLAI as national co-funding authority. In this context, a yearly report was drafted and submitted to OLAI as well as a final report that was submitted to the European Commission (see below).<sup>clxxviii</sup>



b) N/A

c) The project was promoted by CLAE asbl on their website (see hyperlink mentioned above), via promotional material (flyers, roll-ups, pens, agendas,...) as well as via information stands during events that either CLAE asbl organises (such as the yearly organised '*Festival des migrations, des cultures et de la citoyenneté*')<sup>clxxxix</sup> or is invited to participate (such as the 'Orientation day' organised by OLAI in the context of the Welcome and Integration Contract (CAI). Furthermore, the project was also promoted together with ADEM. CLAE asbl also reported that the information concerning the project passed by word to mouth by beneficiaries of the project or associations and organisations that are member of CLAE.<sup>clxxx</sup>

**M2.Q4. Please briefly describe the impact of the measure and notably:**

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a) Yes, according to CLAE asbl, the anticipated objectives have been met during the course of the project (see below).

b) As the project consisted primarily of providing information and counselling to third-country nationals wanting to (re)enter the Luxembourgish labour market, the increasing registration numbers for three professionalization workshops as well as the growing network of companies interested in working together with the organisation in the context of this project give an indication of the positive experiences of the project. Furthermore, the beneficiaries of the project were able to define their professional project more clearly, resulting in many of them finding either a language course or vocation training to further develop their professional profile or finding a new job via the workshops and contacts with companies and employers. As also discussed in Part I of this study, having access to the labour market and finding a job is a key element of integration.<sup>clxxxix</sup>

c) Since the project was established in the context of AMIF, a yearly report was submitted to OLAI. In this context, a database with indicators related to the project were created and updated regularly in order to draft the yearly reports for OLAI and the final report of the project. In the context of the professionalization workshops, the participants completed an evaluation form in order to be able to adapt the workshops according to the feedback. The final evaluation of the project was not yet available at the time of drafting this study.<sup>clxxxii</sup>

d) At the beginning of the project, the major challenge that was reported by CLAE asbl was the third phase of the project, i.e. to establish links with companies and employers, as they were not always fully informed on the specificities of hiring third-country nationals and beneficiaries of international protection. As a remedy, CLAE asbl adapted their approach by assuring these companies that they can assist them in administrative proceedings, for example with the Directorate of Immigration of the Ministry of Foreign and European Affairs or the ADEM. As mentioned before, this is also part of the organization's history, as they also provide information and assist their member associations in administrative procedures.<sup>clxxxiii</sup>

e) As mentioned above, 'InSitu JOBS' was an AMIF project co-financed by the European Union and OLAI and ended on 30 April 2018. At the time of drafting this report, the project is not continued due to lack of financing.<sup>clxxxiv</sup>

However, CLAE asbl reported that they still continue to do individual consultations for migrants that contact them in view of receiving information regarding the access to the labour market, but that these consultations had to be reduced since the human resources of the organisation no longer allow to assure all the activities of the project.<sup>clxxxv</sup>

Measure 3	
Overview	
<b>Name</b>	'Migration vers l'emploi - Employers: everything you want to know about third-country nationals', practical guide by IMS Luxembourg
<b>Type</b>	Projects (ad-hoc)
<b>Area</b>	Provision of information and counselling
<b>Access</b>	All third-country and (EU) nationals
<b>Target group</b>	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all)
<b>Coverage</b>	National
<b>Budget</b>	This measure was a project in the framework of the Asylum, Migration and Integration Fund (AMIF) of the European Union with a budget of 33.800,02€ for one year. 50% of the budget was co-financed by the European Union and 50% by the Luxembourg Reception and Integration Agency (OLAI), under the hospice of the Ministry of Family, Integration and the Greater Region. <sup>clxxxvi</sup>
<b>Link</b>	<a href="http://imslux.lu/assets/publication/29/Migration_vers_L_emploi_EN.pdf">http://imslux.lu/assets/publication/29/Migration_vers_L_emploi_EN.pdf</a> (last accessed on 21 June 2018).
Description	
<p><b>M1.Q1. Please describe how third-country nationals can access the measure, notably:</b></p> <p>a) <i>Elaborate in brief on the conditions and process of accessing for third-country nationals</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p>	

d) *Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?*

IMS Luxembourg (Inspiring More Sustainability) is a network of 122 Luxembourgish companies which are involved in Corporate Social Responsibility (CSR).<sup>clxxxvii</sup>

a) The practical guide was developed and introduced in 2016 with the aim of providing information on how to hire and integrate third-country nationals. Therefore, there are no specific access conditions for third-country nationals in that sense.

b) The practical guide was distributed free of charge and can be downloaded for free on the website of IMS Luxembourg (see hyperlink above).

c) N/A

d) N/A

**M1.Q2. Please describe briefly the context in which the measure has started:**

a) *When was the measure introduced and what was/is its duration?*

b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*

c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*

d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when) , no determined time limitation)*

e) *Key activities*

a) The measure was developed and introduced in 2016 with co-funding from the European Union and OLAI for a total duration of one year (1 June 2016 to 31 May 2017). Seeing that the measure is practical guide, it is still accessible to this date under the link mentioned above.

b) Yes, it was during the time of the migration flow starting in 2015 that members of the IMS Luxembourg network wanted to launch an initiative in the context of hiring beneficiaries of international protection. After deliberation, the network decided to first draft a practical guide that covers the subject of hiring and integration third-country nationals in general (see also below).<sup>clxxxviii</sup>

c) As a business network, IMS Luxembourg noticed that many employers have little information on the topic of recruiting and integrating third-country nationals in their companies. After consultation with OLAI in the context of AMIF, IMS Luxembourg noticed that AMIF includes a component that specifically aims at providing information regarding third-country nationals to companies and employers. It was in this context that the project was introduced and accepted for implementation.<sup>clxxxix</sup>

d) N/A

e) The practical guide is intended as a starting point of a long-term process aiming at guiding companies willing to hire and integrate third-country nationals with the following three main objectives:<sup>cxc</sup>

- informing all employers interested in the employment process of third-country nationals;
- raising awareness among employers on the advantages and limits of employing third-country nationals;

- showcasing best practices in terms of employment and integration of third-country nationals.

More concretely, the practical guide provides information on the overall context of Luxembourg in relation to the demographic situation of the country as well as to the aspect of migration. The guide also provides relevant definitions (asylum seeker, beneficiary of international protection, third-country national,...) as well as information regarding the legal and administrative procedures that companies and employers need to be aware of in order to be able to hire a third-country national (including information on the rights and obligation related to the different legal statuses of the migrants). Furthermore, the practical guide provides a number of examples of best practices in terms of employment and integration of third-country nationals and closes with providing further information in the form of a Q&A and an address book of relevant national stakeholders.<sup>cxci</sup>

**M1.Q3. Please briefly describe the implementation modalities, notably:**

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

a) The practical guide was prepared and written by IMS Luxembourg with contributions from a number of associations and private sector companies.<sup>cxcii</sup>

b) N/A

c) The practical guide was promoted and distributed by IMS Luxembourg in the context of a launching event at the end of the project, as well as in the context of activities of the Diversity Charter Luxembourg.<sup>cxciiii</sup> Furthermore, the guide was also sent to the National Employment Agency (ADEM) for further distribution.<sup>cxciiv</sup>

**M1.Q4. Please briefly describe the impact of the measure and notably:**

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

a) Yes.

b) IMS Luxembourg printed 450 copies of the practical guide and distributed 400 copies at the time of drafting this report. In addition, the practical guide was downloaded 89 times from the network's website. Furthermore, in the context of interviews and conversation with members of the network as well as other companies, IMS Luxembourg reported that they received very positive feedback in the sense that the practical guide proved to be useful for the companies when recruiting and hiring third-country nationals.<sup>cxcv</sup>

c) N/A

d) No particular challenges were reported by IMS Luxembourg in regard to the realisation of practical guide. However, it was mentioned that in consultation with members of their network, IMS Luxembourg noticed that the administrative procedures in order to hire a third-country national have been reported by companies as challenges in this context.<sup>cxcvi</sup>

e) As mentioned above, '*Migration vers l'emploi*' was an AMIF project co-financed by the European Union and OLAI and ended on 31 May 2017. IMS Luxembourg also developed a project that would be a continuation of the work in the context of the practical guide. The idea consists of passing from provision of information and awareness raising to activities that are more closely linked to direct actions relating to the recruitment and hiring of third-country nationals. However, this project is currently on hold and awaiting funding.<sup>cxvii</sup>

## 2.3 PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment.

Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc.

The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2.

Please aim to have a **'representative' group of measures** from small/medium/ large enterprises. Notably, identify examples focussing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors.

Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.<sup>2</sup>

### Size of Private Sector Organisation

1. Micro: <10 Employees
2. Small: 10 – 49 Employees
3. Medium: 50 - 249 Employees
4. Large: >250 Employees

### Example Categories

1. Low-skilled workers
2. Medium-skilled workers
3. High qualified workers
4. Seasonal workers
5. Family members of nationals and third-country nationals
6. Domestic workers

### Type of Private Sector Organisation

1. National
2. International (e.g. with subsidiaries in the Member State)

---

<sup>2</sup> The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: [https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220\\_european\\_partnership\\_for\\_integration\\_en.pdf](https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf); it has been translated into all EU languages.

## Industry Sectors

1. Agriculture, forestry and fishing
2. Energy and water
3. Manufacturing
4. Construction
5. Wholesale and retail trade, hotels and restaurants
6. Transport and communication
7. Financial and business services
8. Public admin, education and health
9. Domestic work sector
10. Other services

**Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO).**

The research of secondary resources as well as consultations with various relevant stakeholders proved to be rather difficult in terms of finding private sector initiatives that specifically target at supporting or facilitating the labour market integration of third-country nationals within the scope of this study.<sup>cxcviii</sup>

One possible explanation in this context could be that, as elaborated in the answer to Q1, the share of third-country nationals residing in Luxembourg (7,3% of the total resident population) as well as the percentage of TCNs in the workforce in Luxembourg are relatively small (4% of the national workforce, including the cross-border workers, and 6,2% of the resident work force excluding the cross-border workers).

However, two measures or initiatives will be presented in the context of this study despite the fact that they do not necessarily fit 100% to the pre-set structure of the study template:

1. The first initiative is a specific form of a recruitment method of a private company that is based on simulation of the activities of the job to be filled by the potential employee. This initiative was selected because it was recommended by CLAE asbl, as the company in question was one of the companies that worked closely together with the organization in the context of their project 'InSitu JOBS' (see *Member State measure 2*). Furthermore, the initiative is also included in the practical guide of IMS Luxembourg (see *Member State measure 3*) as one of the presented examples of best practices.
2. The second initiative was also initiated from the private sector without however originating from a private sector company per se, but from a bi-lateral Chamber of Commerce, namely the American Chamber of Commerce Luxembourg. This initiative was selected because it provides information on Luxembourg as a place of business and on what steps to take or what to be aware of when establishing new business in Luxembourg.

**Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.**

The case study *Private Sector measure 1* was selected from the industry sector *Wholesale and retail trade; hotels and restaurants*, ranking at 3<sup>rd</sup> place in terms of industry sectors employing third-country nationals (see answer to Q1).

As described in Q 13 above, *Private Sector measure 2* does not come from 'classic' industry sectors per se, but from a bi-lateral Chamber of Commerce.

Private Sector - Measure 1	
Overview	
<b>Name</b>	Simulation-based recruitment method
<b>Company size</b>	Large: >250 Employees
<b>Company type</b>	International (e.g. with subsidiaries in the Member State)
<b>Sector</b>	Wholesale and retail trade, hotels and restaurants
<b>Area</b>	<p>Training and qualification</p> <p>The measure intends more specifically to conduct a skills assessment of the job candidates.</p>
<b>Access</b>	There is no restriction in terms of access to the recruitment measure. Third-country nationals, EU citizens as well as nationals can be the target group of the measure.
<b>Target group</b>	<input checked="" type="checkbox"/> Low skilled, <input type="checkbox"/> Medium skilled, <input type="checkbox"/> High skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers, etc.
<b>Coverage</b>	National
<b>Budget</b>	No approximation of the budget was provided.
<b>Link</b>	N/A
Description	



**PSM1.Q1. Please briefly describe the main feature of the measure, notably:**

- a) *Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)*
- b) *Objective and main activities*
- c) *Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.*
- d) *How can third-country nationals access the measure? Are they selected?*

The company Sodexo Luxembourg S.A. is a subsidiary of the Sodexo Group, an international service provider that offers services in various sectors (e.g., among others, business and administrations, health and education).<sup>cxix</sup> The company having a social mandate, inclusion and diversity in general are important aspects to the company when it comes to hiring and employing people.<sup>cc</sup>

a) Seeing that the presented measure is a recruitment method, the target phase of employment is the hiring of third-country nationals.

b) The key objective of the measure is to recruit suitable candidates to find the best talents that fit the company, irrespective of their age, nationality, sex, etc.<sup>cci</sup>

As the name of the recruitment method indicates, the main activities of the measure target at developing and implementing exercises that are analogies of the different activities of the job openings that need to be filled. If these exercises are completed successfully by the candidates (meaning either as good as or even better than current employees of the company that also completed these exercises), then they are invited to a classic job interview in view of evaluating the compatibility of the employer and the candidate.<sup>ccii</sup>

With this method, the company hopes to detect those candidates that turn out to comply best with the skills that they are looking for, particularly social and personal skills (such as team spirit or serving attitude) that are not necessarily detectable through the classic CV-based recruitment methods. In this sense, despite that fact that the measure itself is not specifically targeted at third-country nationals, it nevertheless allows the company to evaluate various different profiles of people that might not have been seen as potential candidates because of, for example, incomplete or non-indicative CVs or missing qualifications.<sup>cciii</sup>

c) The measure, organised 2 to 3 times a year, is implemented by the company itself, in coordination with the Luxembourgish National Employment Agency (ADEM), the French national employment agency (Pôle Emploi) and EURES, the European Job Mobility Portal.<sup>cciv</sup>

By implementing this measure regularly, the company commits itself to hire at least 10 people every time that they organise this recruitment method because it is quite an investment in terms of time and human resources (see PSM1.Q2. below). Furthermore, it is also important that there are enough job openings to be filled in order to organise these activities and exercises.<sup>ccv</sup>

d) Third-country nationals can access the measure either via the ADEM or directly through the company itself. As mentioned above, it aims primarily at low-skilled migrants.<sup>ccvi</sup>

**PSM1.Q2. Please briefly assess the impact of the initiative, namely:**

- a) *Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)*
- b) *Elaborate on achievements of set objectives and main outcomes*

c) *Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)*

a) The measure itself has not been evaluated or monitored, as it is a general initiative that is organised 2 to 3 times a year by the company.<sup>ccvii</sup>

b) The company reported that this simulation-based recruitment method enabled the company to recruit around 100 persons, without how ever being able to provide a precise number of third-country nationals that have been recruited in this context.<sup>ccviii</sup>

c) One of the main challenges identified by the company is the time investment, combined with the investment of human resources that need to be allocated in order to prepare and organise the activities. This is true for the company itself as well as for the administrations of the State (ADEM in Luxembourg and Pôle Emploi in France). Furthermore, the company noted that they see it as important and as a good practice that both ADEM and Pôle Emploi conduct a first screening of potential candidates in order to be able to evaluate beforehand if the person would be a suitable candidate for the specific recruitment method.<sup>ccix</sup>

Furthermore, although not specifically mentioned as a challenge per se, the company highlighted the importance of paying particular attention to the fact that the potential employee, who is a third-country national, fulfils all the legal provisions before starting to work in Luxembourg and/or coming to Luxembourg, depending on the individual cases.<sup>ccx</sup>

Private Sector - Measure 2	
Overview	
<b>Name</b>	'Doing Business in Luxembourg – The comprehensive guide to setting up, running a business and living in Luxembourg', a business guide by the American Chamber of Commerce Luxembourg (AMCHAM)
<b>Company size</b>	N/A
<b>Company type</b>	N/A
<b>Sector</b>	N/A
<b>Area</b>	Provision of information and counselling
<b>Area</b>	N/A
<b>Access</b>	The business guide is accessible to every interested person and/or company.
<b>Target group</b>	N/A

<b>Coverage</b>	International
<b>Budget</b>	No indication of the budget was provided.
<b>Link</b>	The business guide is a hardcover book. The book can be order and further information can be found under <a href="http://www.amcham.lu/publications/doing-business-in-luxembourg/">http://www.amcham.lu/publications/doing-business-in-luxembourg/</a> (last accessed on 24 July 2018)

**Description**

**PSM2.Q1. Please briefly describe the main feature of the measure, notably:**

- a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continual development, facilitating access to national professional networks)
- b) Objective and main activities
- c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organisations, chambers of commerce, NGOs etc.
- d) How can third-country nationals access the measure? Are they selected?

a) + b) The business guide 'Doing Business in Luxembourg' aims to promote and facilitate the establishment of new business in Luxembourg and thus particularly targets entrepreneurs and international companies wanting to establish European headquarters in Luxembourg.<sup>ccxi</sup>

In several chapters, the guide provides information on Luxembourg, its history, its geo-political position in the heart of Europe as well as its business and economic sectors and overall environment. Furthermore, the guide informs on legal and administrative provisions, such as, among others, information on tax law, business commercial law, labour law, immigration law and the social security system of Luxembourg.<sup>ccxii</sup>

c) The business guide has been put together by a team of almost 100 experts from AMCHAM's member companies, the Luxembourg Chamber of Commerce and partners of AMCHAM.<sup>ccxiii</sup>

d) The guide is available at the offices of the AMCHAM in Luxembourg City or at selected bookstores in Luxembourg. Furthermore, the guide is distributed at the various events that the AMCHAM organises and is distributed at various international trade missions of various Luxembourgish ministries and the Luxembourg Chamber of Commerce.<sup>ccxiv</sup>

**PSM2.Q2. Please briefly assess the impact of the initiative, namely:**

- a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)
- b) Elaborate on achievements of set objectives and main outcomes
- c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes-grants to compensate funding gaps, taxation incentives etc.)

a) The measure was not evaluated or monitored per se, but is constantly being updated by the experts of the AMCHAM, its members and partners, particularly the Luxembourgish Chamber of Commerce.<sup>CCXV</sup>

b) Seeing that the current edition of the guide is already the fourth edition and has been constantly updated and expanded, the AMCHAM considers the guide to be very successful. Furthermore, the guide has been translated into Persian and Arabic in the context of call for projects '*mateneen*' funded by Oeuvre Nationale de Secours Grande-Duchesse Charlotte and available as PDF versions on the website of the AMCHAM.<sup>CCXVI</sup>

c) No particular challenges were reported.

- 
- <sup>i</sup> STATEC, National Institute of Statistics and Economic Studies, '*État de la population – Population par sexe et par nationalité au 1er janvier (x 1.000) 1981, 1991, 2001 – 2018*', available at: [http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF\\_Language=fra&MainTheme=2&FldrName=1](http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF_Language=fra&MainTheme=2&FldrName=1) (last accessed on 10 May 2018).
- <sup>ii</sup> Eurostat, *Migration and migrant population statistics – Statistics Explained*, March 2018, p. 9-10, available at: <http://ec.europa.eu/eurostat/statistics-explained/pdfscache/1275.pdf> (last accessed on 10 May 2018).
- <sup>iii</sup> STATEC, National Institute of Statistics and Economic Studies, '*État de la population – Population par sexe et par nationalité au 1er janvier (x 1.000) 1981, 1991, 2001 – 2018*', available at: [http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF\\_Language=fra&MainTheme=2&FldrName=1](http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF_Language=fra&MainTheme=2&FldrName=1) (last accessed on 10 May 2018).
- <sup>iv</sup> In the context of this study, the term foreigner refers to all non-Luxembourgish nationals in accordance with Article 2 paragraph 3 the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg.
- <sup>v</sup> STATEC, National Institute of Statistics and Economic Studies, '*Cahier économique N° 123 - Rapport travail et cohésion sociale 2017*', 16 October 2017, p. 15, available at: <http://www.statistiques.public.lu/catalogue-publications/cahiers-economiques/2017/PDF-Cahier-123-2017.pdf> (last accessed on 10 May 2018)
- <sup>vi</sup> *Ibid.*, p 13.
- See also:  
STATEC, National Institute of Statistics and Economic Studies, '*État de la population – Population par sexe et par nationalité au 1er janvier (x 1.000) 1981, 1991, 2001 – 2018*', available at: [http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF\\_Language=fra&MainTheme=2&FldrName=1](http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF_Language=fra&MainTheme=2&FldrName=1) (last accessed on 10 May 2018).
- <sup>vii</sup> STATEC, National Institute of Statistics and Economic Studies, '*État de la population – Population par sexe et par nationalité au 1er janvier (x 1.000) 1981, 1991, 2001 – 2018*', available at: [http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF\\_Language=fra&MainTheme=2&FldrName=1](http://www.statistiques.public.lu/stat/TableViewer/tableView.aspx?ReportId=12853&IF_Language=fra&MainTheme=2&FldrName=1) (last accessed on 10 May 2018).
- <sup>viii</sup> Eurostat, *Migration and migrant population statistics – Statistics Explained*, March 2018, p. 2, available at: <http://ec.europa.eu/eurostat/statistics-explained/pdfscache/1275.pdf> (last accessed on 10 May 2018).
- <sup>ix</sup> STATEC, National Institute of Statistics and Economic Studies, '*Cahier économique N° 123 - Rapport travail et cohésion sociale 2017*', 16 October 2017, p. 11, available at: <http://www.statistiques.public.lu/catalogue-publications/cahiers-economiques/2017/PDF-Cahier-123-2017.pdf> (last accessed on 10 May 2018).
- <sup>x</sup> The Immigration Law provides for a number of different residence permits for private reasons: sufficient resources (Article 78 (1) a); autonomous basis (Article 78 (1) b); family or personal links (Article 78 (1) c); humanitarian reasons (Article 78 (3)); victims of trafficking (Article 95); medical reasons (Article 131) and others.
- <sup>xi</sup> 2014: International protection (235).  
2015: International protection (245).  
2016: International protection – Refugee status (716); International protection – Subsidiary protection (15).  
2017: International protection – Refugee status (1.286); International protection – Subsidiary protection (30).
- <sup>xii</sup> Data for 2014, 2015 and 2016 retrieved from:  
Government of the Grand Duchy of Luxembourg, Ministry of Foreign and European Affairs, '*Rapport d'activité 2016*', 2017, p. 94-95, available at: <https://maee.gouvernement.lu/dam-assets/minist%C3%A8re/rapports-annuels/rapport-annuel-2016.pdf> (last accessed on 14 May 2018).

---

Data for 2017 retrieved from:

Government of the Grand Duchy of Luxembourg, Ministry of Foreign and European Affairs, 'Rapport d'activité 2017', 2018, p. 102-103, available at: <https://gouvernement.lu/dam-assets/fr/publications/rapport-activite/minist-affaires-etrangeres-europeennes/2017-rapport-affaires-etrangeres/rapport-d-activite-2017-maee.pdf> (last accessed on 14 May 2018).

- <sup>xiii</sup> Family member: 6.753, family member with work permit (WP): 195.
- <sup>xiv</sup> 'Long-term resident' includes renewed residence permits (16), residence permits (without temporary residence authorisation) (4.215) and renewed residence permits (without temporary residence authorisation) (3.266).
- <sup>xv</sup> Private reasons can be disaggregated into: 131 (medical reasons): 2, 78 (1) a (sufficient resources): 116, 78 (1) a (sufficient resources) with WP: 17, 78 (1) b (autonomous basis): 18, 78 (1) b (autonomous basis) with WP: 6, 78 (1) c (family or personal links): 314, 78 (1) c (family or personal links) with WP: 17, 78 (3) (humanitarian reasons): 48, 78 (3) (humanitarian reasons) with WP: 3, 95 (victims of trafficking) with WP: 1, others: 648
- <sup>xvi</sup> Combining international protection, refugee status and subsidiary protection categories.
- <sup>xvii</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2017*, Luxembourg 2018.
- <sup>xviii</sup> Assimilated countries are the following: Iceland, Liechtenstein, Norway and Switzerland.
- <sup>xix</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2017*, Luxembourg 2018.
- <sup>xx</sup> Ibid.
- <sup>xxi</sup> Government of the Grand Duchy of Luxembourg, Ministry of Foreign and European Affairs, 'Rapport d'activité 2017', 2018, p. 83, available at: <https://gouvernement.lu/dam-assets/fr/publications/rapport-activite/minist-affaires-etrangeres-europeennes/2017-rapport-affaires-etrangeres/rapport-d-activite-2017-maee.pdf> (last accessed on 14 May 2018).
- <sup>xxii</sup> ADEM, National Employment Agency, '*Chiffres-clés Juin 2018*', 20 June 2018, p. 6, available at: <http://www.adem.public.lu/fr/publications/adem/2018/Chiffres-cles-juin-2018/Chiffres-Cles-ADEM-juin-2018.pdf> (last accessed on 2 July 2018).
- <sup>xxiii</sup> For the latest statistics published by Eurostat on 31 July 2018, please see: <http://ec.europa.eu/eurostat/documents/2995521/9105174/3-31072018-AP-EN/a942605d-7a19-4c0a-8616-c5805a826798> (last accessed on 31 July 2018).
- <sup>xxiv</sup> ADEM, National Employment Agency, '*Rapport annuel 2017*', 2018, p. 6, available at: <http://www.adem.public.lu/fr/publications/adem/2018/rapport-annuel-succinct/Annual-report-2017.pdf> (last accessed on 14 May 2018).
- <sup>xxv</sup> For more information on the Greater Region, see: <https://mfamigr.gouvernement.lu/fr/le-ministere/attributions/grande-region.html> (last accessed on 14 May 2018).
- See also: <https://gouvernement.lu/en/dossiers/2018/grande-region.html> (last accessed on 14 May 2018).
- <sup>xxvi</sup> ADEM, National Employment Agency, '*Rapport annuel 2017*', 2018, p. 6, available at: <http://www.adem.public.lu/fr/publications/adem/2018/rapport-annuel-succinct/Annual-report-2017.pdf> (last accessed on 14 May 2018).
- <sup>xxvii</sup> Ibid.
- <sup>xxviii</sup> Last published data. The 31 March 2017 marks the reference date for the collection of the data.
- <sup>xxix</sup> IGSS, Inspection générale de la sécurité sociale, '*Tableaux interactifs relatifs aux stocks d'emplois - Emploi salarié par secteur d'activité, nationalité détaillée, pays de résidence, type de contrat (non-intérimaires, intérimaires)*', 2017, available on the website of the National Employment Agency (ADEM) at : [http://www.adem.public.lu/fr/marche-emploi-luxembourg/faits-et-chiffres/statistiques/igss/Tableaux-interactifs-stock-emploi/Salaries\\_sectAct\\_natioDet.xlsx](http://www.adem.public.lu/fr/marche-emploi-luxembourg/faits-et-chiffres/statistiques/igss/Tableaux-interactifs-stock-emploi/Salaries_sectAct_natioDet.xlsx) (last accessed on 23 July 2018).
- <sup>xxx</sup> Ibid.

---

xxxvi Ibid.

xxxvii Ibid.

xxxviii Ibid.

xxxix STATEC, National Institute of Statistics and Economic Studies, '*Cahier économique N° 123 - Rapport travail et cohésion sociale 2017*', 16 October 2017, p. 46, available at: <http://www.statistiques.public.lu/catalogue-publications/cahiers-economiques/2017/PDF-Cahier-123-2017.pdf> (last accessed on 21 May 2018)

xl Ibid., p.47.

xli Ibid.

xlii Ibid.

xliiii Interview with CLAE asbl on 9 May 2018, Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018.

xliiii Service for Newly Arrived Children (CASNA), *Welcome to Luxembourgish schools! Information for foreign parents and students (brochure)*, available at: <http://www.men.public.lu/catalogue-publications/themes-transversaux/scolarisation-eleves-etranagers/brochure-parents-en/welcome/en.pdf> (last accessed on 9 July 2018).

See also: <http://www.guichet.public.lu/citoyens/en/enseignement-formation/enseignement-postprimaire/jeune-recemment-arrive-pays/cellule-accueil-scolaire/index.html> (last accessed on 9 July 2018).

xli LU EMN NCP, *Policy Report on Migration and Asylum 2016*, 2017, p. 41, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport\\_politique-ENG-2016-web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport_politique-ENG-2016-web.pdf) (last accessed on 9 July 2018).

xlii The multi-annual national action plan on integration 2018, or PAN integration, is available in French on the website of the Luxembourg Reception and Integration Agency at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).

xliii Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 15, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).

xliiii Interview with the Chamber of Skilled Craft and Trades on 19 June 2018.

xliiv See also: Centre for Intercultural and Social Study and Training (CEFIS), '*L'intégration au Luxembourg - Focus sur les réseaux sociaux, la confiance et les stéréotypes sur les frontaliers*', available at: <http://www.cefis.lu/resources/RED15.pdf> (last accessed on 18 June 2018).

xliiv Article 2 (1-2) of the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg.

The translation of paragraph 1 of Article 2 has been retrieved from the English version of the report on the Multi-annual National Action Plan on Integration and Against Discrimination 2010-2014 (p. 22), available online at: [http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/olai\\_plan\\_daction\\_uk.pdf](http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/olai_plan_daction_uk.pdf) (last accessed on 5 June 2018).

xlivi Article 2 (3) of the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg.

xlvii Ibid., Article 1.

xlviii CBP 1 states that « Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States ».

xlix Parliamentary document N°5825/00 of 31 December 2007, '*Exposé des motifs*', p. 12.

- 
- <sup>i</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>ii</sup> The multi-annual national action plan on integration and against discrimination 2010-2014 is available in French and English on the website of the Luxembourg Reception and Integration Agency at: <http://www.olai.public.lu/fr/actualites/2011/02/pan/index.html> (last accessed on 23 May 2018).
- <sup>iii</sup> Priorities 2011: [http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites\\_2011\\_fr.pdf](http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites_2011_fr.pdf) (last accessed on 30 May 2018).
- Priorities 2012: [http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites\\_2012\\_fr.pdf](http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites_2012_fr.pdf) (last accessed on 30 May 2018).
- Priorities 2013: <http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites-2013-fr.pdf> (last accessed on 30 May 2018).
- Priorities 2014: <http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/plan/priorites-2014-fr.pdf> (last accessed on 30 May 2018).
- For more information, see also: OLAI, '*Rapport quinquennal*', December 2014, available at: [http://www.olai.public.lu/fr/publications/rapports/rapports\\_Sennal/rapport-quinquennal-2014.pdf](http://www.olai.public.lu/fr/publications/rapports/rapports_Sennal/rapport-quinquennal-2014.pdf) (last accessed on 30 May 2018).
- <sup>iii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 3, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>iv</sup> *Ibidem*, p. 13.
- <sup>lv</sup> The Economic and Social Council of the Grand Duchy of Luxembourg is the permanent national advisory body of the Government for economic and social policies. For more information, please see: <http://www.ces.public.lu/fr/ces/index.html> (last accessed on 18 July 2018).
- <sup>lvi</sup> On 13 April 2011, the Council of Government Council decided to entrust the Economic and Social Council (CES) with the mission '*to ensure the monitoring and evaluation of the National Action Plan for Integration and the Fight against Discrimination 2010-2014*'. The CES then called upon the University of Luxembourg which carried out an evaluation of the National Action Plan for Integration and the Fight against Discrimination 2010-2014 (*Plan d'action national d'intégration et de lutte contre les discriminations - PAN*) and how it has been implemented. Following the evaluation, the CES drafted an opinion on the integration policy in Luxembourg presenting a series of recommendations on the integration policy in the various fields.
- The opinion of the CES is available at: <https://ces.public.lu/content/dam/ces/fr/avis/educ-forma/2014-integration.pdf> (last accessed on 18 July 2018)
- <sup>lvii</sup> Conseil économique et social (CES), '*La politique d'intégration au Luxembourg*', 6 June 2014, p. 6, available at: <https://ces.public.lu/content/dam/ces/fr/avis/educ-forma/2014-integration.pdf> (last accessed on 18 July 2018). Author's translation.
- <sup>lviii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 8, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>lix</sup> For more information, please see: [http://www.olai.public.lu/fr/publications/etude/etude\\_pr\\_strategie\\_integration\\_locale.pdf](http://www.olai.public.lu/fr/publications/etude/etude_pr_strategie_integration_locale.pdf) (last accessed on 16 July 2018).
- <sup>lx</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2016*, 2017, p. 55, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport\\_politique-ENG-2016-web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport_politique-ENG-2016-web.pdf) (last accessed on 7 June 2018).



- 
- <sup>lxi</sup> OLAI and SYVICOL, '*Plan Communal Intégration – Guide Pratique*', 2016, p. 14, available at: [http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes-pci/guide-PCI\\_version-web.pdf](http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes-pci/guide-PCI_version-web.pdf) (last accessed on 1 June 2018)
- <sup>lxii</sup> Ibid.
- <sup>lxiii</sup> Ibid.
- <sup>lxiv</sup> The objectives of this committee are, in addition to the coordination of the efforts of the various ministries in regard to integration, the collaboration in regard to the definition and the priorities of the multi-annual national action plan on integration (PAN integration), exchange on the projects and actions of the different members of the committee in regard to integration, carry out a thorough reflection and develop a common vision of integration.
- See also: OLAI, '*Rapport quinquennal*', December 2014, available at: [http://www.olai.public.lu/fr/publications/rapports/rapports\\_Sennal/rapport-quinquennal-2014.pdf](http://www.olai.public.lu/fr/publications/rapports/rapports_Sennal/rapport-quinquennal-2014.pdf) (last accessed on 30 May 2018).
- <sup>lxv</sup> The inter-ministerial committee is composed of the following ministries and administrations: Ministry of Family, Integration and the Greater Region, Ministry of Labour, Employment and the Social and Solidarity Economy, Ministry of Higher Education and Research, Ministry of Foreign and European Affairs, Directorate of Immigration, Ministry of the Economy, Ministry of Equal Opportunities, Ministry of Housing, Ministry of Civil Service and Administrative Reform, Ministry of Justice, Ministry of Education, Children and the Youth, Ministry of Health, Ministry of Culture, Ministry of Home Affairs, National Employment Agency (ADEM).
- Source: Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 5, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>lxvi</sup> Article 3 (2) of the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg.
- <sup>lxvii</sup> Ibid., Article 6.
- The PAN 2018 can be accessed on the website of the Luxembourg Reception and Integration Agency at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>lxviii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 5, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).
- <sup>lxix</sup> Government of the Grand Duchy of Luxembourg, Council of government, '*Résumé des travaux du Conseil de Gouvernement*', Press release of 13 July 2018, URL: [https://gouvernement.lu/fr/actualites/toutes\\_actualites/communiqués/2018/07-juillet/06-conseil-gouvernement1.html](https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2018/07-juillet/06-conseil-gouvernement1.html) (last accessed on 16 July 2018).
- <sup>lxx</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 5, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).
- <sup>lxxi</sup> Ibid, p. 8-9.
- The five priority domains are listed in no particular order and are to be implemented according to their urgency and the available funds.
- <sup>lxxii</sup> Seeing that field of action I focusses on the reception and integration of applicants of international protection, which are not within the scope of the present study, we refer to section III point I (p. 11-12) of the PAN integration, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

---

<sup>lxxiii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 13-16, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

These two fields of action are complemented by three transversal axes that will guide the actions of the integration policy: 1. access to information and intercultural dialogue; 2. the quality of the measures; 3. nation and international cooperation and coordination.

For more information on the three transversal axes, please see: Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 13-16, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

<sup>lxxiv</sup> Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018.

<sup>lxxv</sup> The target population of the Welcome and Integration Contract are all foreign nationals aged 16 or above who are legally residing in Luxembourg and who wish to remain on a permanent basis.

Grand ducal regulation of 2 September 2011 amended by grand ducal regulation of 26 December 2012.

For more information, please see: <http://www.olai.public.lu/en/accueil-integration/mesures/contrat-accueil/index.html> (last accessed on 22 May 2018).

<sup>lxxvi</sup> In anticipation for the last municipal election in October 2017, OLAI coordinated a public awareness and information campaign, launched by the Ministry of Family, Integration and the Greater Region, called 'echkawielen.lu' (English: icanvote.lu). For more information, please see: <http://www.echkawielen.lu> (last accessed on 22 May 2018).

<sup>lxxvii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 4, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

<sup>lxxviii</sup> For more information on the implementation of the AMIF, see: <http://www.olai.public.lu/en/fonds-programmes/amif/index.html> (last accessed on 31 May 2018).

The national AMIF programme 2014-2020 is available at: [http://www.olai.public.lu/en/publications/programmes-planactions-campagnes/programme\\_amif/programme-national-luxembourg.pdf](http://www.olai.public.lu/en/publications/programmes-planactions-campagnes/programme_amif/programme-national-luxembourg.pdf) (last accessed on 31 May 2018).

The Directorate of Immigration of the Ministry of Foreign and European Affairs is the delegate authority of the implementation of the AMIF. See also: <https://maee.gouvernement.lu/fr/directions-du-ministere/immigration/amif.html> (last accessed on 31 May 2018).

<sup>lxxix</sup> The latest call for projects was sent to the municipal administrations on 18 April 2018 by *Circulaire N° 3574*, available at: <http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/subsides-communes/circulaire-3574.pdf> (last accessed on 6 June 2018).

<sup>lxxx</sup> Grand ducal regulation of 15 November 2011 concerning the organization and the functioning of the consultative communal commission on integration. Article 6 of the grand ducal regulation stipulates that the CCCIs are constituted of foreign and Luxembourgish residents.

See also: [http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/ccci/Version-def\\_20180419\\_brochure.pdf](http://www.olai.public.lu/fr/publications/programmes-planactions-campagnes/ccci/Version-def_20180419_brochure.pdf) (last accessed on 1 June 2018).

<sup>lxxxii</sup> Article 43 (1) of the Law of 8 March 2017 modifying the amended law of 29 August 2008 on the free movement of people and immigration. Coordinated text of 20 March 2017, available at: [https://maee.gouvernement.lu/content/dam/gouv\\_maee/directions/d8/l%C3%A9gislations/Loi-modifiee-du-29-aout-2008-sur-la-libre-circulation-des-personnes-et-l-immigration.pdf](https://maee.gouvernement.lu/content/dam/gouv_maee/directions/d8/l%C3%A9gislations/Loi-modifiee-du-29-aout-2008-sur-la-libre-circulation-des-personnes-et-l-immigration.pdf) (last accessed on 7 June 2018).

<sup>lxxxiii</sup> Ibid., Article 45-1 (1).

<sup>lxxxiii</sup> Ibid., Article 47-1 (1).

---

<sup>lxxxiv</sup> Ibid., Article 48 (5).

<sup>lxxxv</sup> Ibid., Article 49quarter.

<sup>lxxxvi</sup> Ibid., Article 52 (1).

<sup>lxxxvii</sup> Ibid., Article 53quarter.

<sup>lxxxviii</sup> Interview with the Ministry of Labour, Employment and the Social and Solidarity Economy and the National Employment Agency (ADEM) on 8 June 2018.

<sup>lxxxix</sup> Ministerial Regulation of 30 November 2017 setting the average annual gross salary under the amended Grand Ducal regulation of 26 September 2008 determining the level of minimum remuneration for highly qualified workers in application of the Law of 29 August 2008 on the free movement of people and immigration, published in Mémorial A N°1040 of 11 December 2017, available at: <http://legilux.public.lu/eli/etat/leg/rmin/2017/11/30/a1040/jo> (last accessed on 4 June 2018).

<sup>xc</sup> The Government considers there to be a shortage of qualified workforce for the following professions in the telecommunications and information sectors:

- o Mathematicians, actuaries and statisticians (2120)
- o Systems analysts (2511)
- o Software developers (2512)
- o Web and multimedia developers (2513)
- o Application programmers (2514)
- o Software and applications developers and analysts not elsewhere classified (2519)
- o Database specialists (2521)
- o Systems administrators (2522)
- o Computer network professionals (2523)
- o Database and network specialists not elsewhere classified (2529)

See also: Government of the Grand Duchy of Luxembourg, 'Salaried work for third-country highly qualified workers (EU Blue Card', Luxembourg, 15 December 2017, in [guichet.lu](https://guichet.public.lu/en/citoyens/immigration/plus-3-mois/ressortissant-tiers/hautement-qualifie/salarie-hautement-qualifie.html), available at: <https://guichet.public.lu/en/citoyens/immigration/plus-3-mois/ressortissant-tiers/hautement-qualifie/salarie-hautement-qualifie.html> (last accessed on 4 June 2018).

<sup>xci</sup> Parliamentary document 6992/00 of 18 May 2016, 'Exposé des motifs', p.19.

<sup>xcii</sup> Interview with the Ministry of Labour, Employment and the Social and Solidarity Economy and the National Employment Agency (ADEM) on 8 June 2018, Interview with the Chamber of Skilled Craft and Trades on 19 June 2018.

<sup>xciii</sup> EUROSTAT, EU Blue Cards by type of decision, occupation and citizenship (migr\_resbc1), available at: <http://ec.europa.eu/eurostat/web/asylum-and-managed-migration/data/database> (last accessed on 11 June 2018).

<sup>xciv</sup> Parliamentary document 6992/00 of 18 May 2016, 'Exposé des motifs', p.19.

<sup>xcv</sup> In order to consult the entirety of the conditions that need to be fulfilled in order to obtain the residence permit for 'investor', please consult the law of 8 March 2017 modifying the amended law of 29 August 2008 on the free movement of people and immigration.

See also: LU EMN NCP, *Policy Report on Migration and Asylum 2017*, Luxembourg 2018.

<sup>xcvi</sup> Article 53bis (1) 1 of the Law of 8 March 2017 modifying the amended law of 29 August 2008 on the free movement of people and immigration. Coordinated text of 20 March 2017, available at: [https://maee.gouvernement.lu/content/dam/gouv\\_maee/directions/d8/l%C3%A9gislations/Loi-modifiee-du-29-aout-2008-sur-la-libre-circulation-des-personnes-et-l-immigration.pdf](https://maee.gouvernement.lu/content/dam/gouv_maee/directions/d8/l%C3%A9gislations/Loi-modifiee-du-29-aout-2008-sur-la-libre-circulation-des-personnes-et-l-immigration.pdf) (last accessed on 7 June 2018).

---

Amendment 8 adopted by the Commission of Foreign and European Affairs, of Defence, of Cooperation and Immigration on 7 November 2016 specifies that the economic sectors open for investment will be determined by Grand ducal regulation. See Parliamentary document n°6992/06 of 7 November 2016, p.3.

<sup>xcvii</sup> Ibid., Article 53bis (1) 2.

<sup>xcviii</sup> Ibid., Article 53bis (1) 3.

<sup>xcix</sup> Ibid., Article 53bis (1) 4.

<sup>c</sup> Law of 20 July 2017 approving the agreement between the State of the Grand Duchy of Luxembourg and the Republic of Cape Verde.

For more information, see also: LU EMN NCP, *Policy Report on Migration and Asylum 2016, 2017*, p. 55, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport\\_politique-ENG-2016-web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport_politique-ENG-2016-web.pdf) (last accessed on 7 June 2018).

See also: LU EMN NCP, *Policy Report on Migration and Asylum 2017*, Luxembourg 2018.

<sup>ci</sup> The restriction stipulated in article 43 (2) of the amended Law of 29 August 2008 on the free movement of people and immigration is waived by article 43 (5) of the aforementioned law.

<sup>cii</sup> Government of the Grand Duchy of Luxembourg, '*Carrying out an ancillary activity as a third-country national family member of a third-country national*', in *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/immigration/plus-3-mois/ressortissant-tiers/membre-famille/exercice-activite-accessoire.html> (last accessed on 6 June 2018).

<sup>ciii</sup> Art 44bis (1) of the law of 8 March 2017 modifying the amended law of 29 August 2008 on the free movement of people and immigration. Coordinated text of 20 March 2017.

<sup>civ</sup> Ibid., Art 44bis (10).

<sup>cv</sup> Ibid., Art 44bis (12).

<sup>cvi</sup> Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018, interview with the Ministry of Labour, Employment and the Social and Solidarity Economy and the National Employment Agency (ADEM) on 8 June 2018.

<sup>cvi</sup> Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018.

See also: Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 3, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

<sup>cvi</sup> Ibid., p. 4.

<sup>cix</sup> Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018.

<sup>cx</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 16 July 2018).

<sup>cx</sup> The multi-annual national action plan on integration and against discrimination 2010-2014 is available in French and English on the website of the Luxembourg Reception and Integration Agency at: <http://www.olai.public.lu/fr/actualites/2011/02/pan/index.html> (last accessed on 23 May 2018).

<sup>cxii</sup> ASTI asbl, '*Réflexions et propositions de l'ASTI en vue du débat sur le Plan d'Action National pluriannuel d'intégration*', press release, 2 March 2018, available at: [http://www.asti.lu/wp-content/uploads/2018/03/pan\\_integration\\_2018\\_asti.pdf](http://www.asti.lu/wp-content/uploads/2018/03/pan_integration_2018_asti.pdf) (last accessed on 10 July 2018).

<sup>cxiii</sup> Ibid.

<sup>cxiv</sup> For more information on the REVIS, please see: <https://revis.public.lu/fr.html#> (last accessed on 12 July 2018).

- 
- <sup>cxv</sup> ASTI asbl, 'Le projet de loi du REVenU d'Inclusion Sociale maintient des inégalités envers les ressortissants de pays tiers et les jeunes', Press release, 18 July 2017, available at: [http://www.asti.lu/wp-content/uploads/2017/07/pl\\_7113\\_position\\_asti\\_180717.pdf](http://www.asti.lu/wp-content/uploads/2017/07/pl_7113_position_asti_180717.pdf) (last accessed on 12 July 2018).
- <sup>cxvi</sup> Ibid.
- <sup>cxvii</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2015*, 2016, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015\\_LU\\_EN\\_web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015_LU_EN_web.pdf) (last accessed on 13 July 2018).
- See also Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 16, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).
- <sup>cxviii</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2015*, 2016, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015\\_LU\\_EN\\_web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015_LU_EN_web.pdf) (last accessed on 13 July 2018).
- LU EMN NCP, *Policy Report on Migration and Asylum 2016*, 2017, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport\\_politique-ENG-2016-web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport_politique-ENG-2016-web.pdf) (last accessed on 13 July 2018).
- <sup>cxix</sup> Government of the Grand Duchy of Luxembourg, '*Une stratégie pour promouvoir la langue luxembourgeoise*', Luxembourg, March 2017, available at: <https://gouvernement.lu/dam-assets/fr/actualites/articles/2017/03-mars/09-promotioun-sprooch/lanque-sp.pdf> (last accessed on 6 June 2018).
- <sup>cxx</sup> LU EMN NCP, *Policy Report on Migration and Asylum 2015*, 2016, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015\\_LU\\_EN\\_web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2016/07/Policy-Report-2015_LU_EN_web.pdf) (last accessed on 13 July 2018).
- LU EMN NCP, *Policy Report on Migration and Asylum 2016*, 2017, available at: [http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport\\_politique-ENG-2016-web.pdf](http://www.emnluxembourg.lu/wp-content/uploads/2015/05/Rapport_politique-ENG-2016-web.pdf) (last accessed on 13 July 2018).
- <sup>cxxi</sup> Interview with the Luxembourg Reception and Integration Agency (OLAI) on 24 May 2018.
- <sup>cxxii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 3, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).
- <sup>cxxiii</sup> Interview with the Ministry of Labour, Employment and the Social and Solidarity Economy and the National Employment Agency (ADEM) on 8 June 2018.
- <sup>cxxiv</sup> Ibid.
- <sup>cxxv</sup> Ibid.
- <sup>cxxvi</sup> Ibid.
- <sup>cxxvii</sup> Interview with the Chamber of Skilled Craft and Trades on 19 June 2018.
- <sup>cxxviii</sup> Interview with CLAE asbl on 9 May 2018, Interview with the American Chamber of Commerce Luxembourg on 17 May 2018, Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018.
- <sup>cxxix</sup> Interview with the American Chamber of Commerce Luxembourg on 17 May 2018.
- <sup>cxxx</sup> Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018.
- <sup>cxxxi</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 6; p.8; p. 19, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).

- 
- <sup>cxxxii</sup> STATEC, National Institute of Statistics and Economic Studies, '*Cahier économique N° 123 - Rapport travail et cohésion sociale 2017*', 16 October 2017, Chapter II from p. 23-64, available at: <http://www.statistiques.public.lu/catalogue-publications/cahiers-economiques/2017/PDF-Cahier-123-2017.pdf> (last accessed on 21 May 2018)
- <sup>cxxxiii</sup> Centre for Intercultural and Social Study and Training (CEFIS), '*Rapport sur les indicateurs d'intégration issus des conclusions de la Conférence ministérielle de Saragosse*', available at: [http://www.olai.public.lu/en/publications/rapports/rapports\\_divers/rapport\\_indicateurs-saragosse.pdf](http://www.olai.public.lu/en/publications/rapports/rapports_divers/rapport_indicateurs-saragosse.pdf) (last accessed on 25 July 2018).
- <sup>cxxxiv</sup> Centre for Intercultural and Social Study and Training (CEFIS), '*L'intégration au Luxembourg – Indicateurs & dynamiques sociales – Parcours des personnes originaires du Cap-Vert et de l'ex-Yougoslavie (RED 14)*', 2010, available at: <http://cefis.lu/resources/RED14.pdf> (last accessed on 18 June 2018).
- <sup>cxxxv</sup> Centre for Intercultural and Social Study and Training (CEFIS), '*Travail et intégration des migrants - Recrutement, reconnaissance, relations sociales - Parcours des travailleurs issus des pays tiers au Luxembourg (RED 18)*', 2010, available at: <http://cefis.lu/resources/RED18.pdf> (last accessed on 18 June 2018).
- <sup>cxxxvi</sup> One of the main elements of the PIA is also the employability of applicants and beneficiaries of international protection. For more information on the PIA, please see: LU EMN NCP, *Policy Report on Migration and Asylum 2017*, Luxembourg 2018.
- <sup>cxxxvii</sup> Interview with the Luxembourg Reception and Integration Agency on 24 May 2018.
- <sup>cxxxviii</sup> Ibid.
- <sup>cxxxix</sup> For more information, please see: <http://chartediversite.lu/en> (last accessed on 21 June 2018).
- <sup>cxl</sup> Interview with the Luxembourg Reception and Integration Agency on 24 May 2018.
- <sup>cxli</sup> Interview with the Ministry of Labour, Employment and the Social and Solidarity Economy and the National Employment Agency (ADEM) on 8 June 2018.
- <sup>cxlii</sup> Interview with CLAE asbl on 9 May 2018.
- <sup>cxliii</sup> Ibid.
- <sup>cxliv</sup> Interview with the American Chamber of Commerce Luxembourg on 17 May 2018.
- <sup>cxlv</sup> Centre for Intercultural and Social Study and Training (CEFIS), '*L'intégration au Luxembourg – Indicateurs & dynamiques sociales – Parcours des personnes originaires du Cap-Vert et de l'ex-Yougoslavie (RED 14)*', 2010, available at: <http://cefis.lu/resources/RED14.pdf> (last accessed on 18 June 2018).
- Centre for Intercultural and Social Study and Training (CEFIS), '*Travail et intégration des migrants - Recrutement, reconnaissance, relations sociales - Parcours des travailleurs issus des pays tiers au Luxembourg (RED 18)*', 2010, available at: <http://cefis.lu/resources/RED18.pdf> (last accessed on 18 June 2018).
- <sup>cxlvi</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, '*Plan d'action national pluriannuel d'intégration*', 2018, p. 14, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 30 July 2018).
- <sup>cxlvii</sup> Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.
- This was a forecasted budget for 2018. The budget for this measure is to be understood as a budget without limitation, meaning: if the forecasted budget for one year is entirely spent before the end of the year, the Ministry can reallocate unused funds internally. In case this is not possible, the Ministry requests additional funds from the state budget in order to cover the expenses, as the reimbursement of the linguistic leave to the employer is a legal obligation.
- <sup>cxlviii</sup> Government of the Grand Duchy of Luxembourg, '*Application for linguistic leave*', Luxembourg, 30 December 2014, in: *quichet.lu*, available at: <https://quichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique.html> (last accessed on 5 June 2018).

---

For more information regarding the individual training leave, please see : Government of the Grand Duchy of Luxembourg, 'Application for individual training leave', Luxembourg, 12 September 2012, in: *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-individuel-formation.html> (last accessed on 5 June 2018)

<sup>cxlix</sup> Government of the Grand Duchy of Luxembourg, 'Application for linguistic leave', Luxembourg, 30 December 2014, in: *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique.html> (last accessed on 5 June 2018).

<sup>cl</sup> Government of the Grand Duchy of Luxembourg, 'Application for linguistic leave', Luxembourg, 30 December 2014, in: *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique.html> (last accessed on 5 June 2018).

<sup>cli</sup> Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.

<sup>clii</sup> Law of 17 February 2009 1. introducing a linguistic leave, 2. amending the Labour Code, 3. amending the law of 19 August 2008 on aid for training-research.

<sup>cliii</sup> Parliamentary document 5886/00 of 25 May 2008, 'Exposé des motifs', p. 2.

<sup>cliv</sup> Article 1 (2) of the Law of 17 February 2009 1. introducing a linguistic leave, 2. amending the Labour Code, 3. amending the law of 19 August 2008 on aid for training-research as well as Article L. 234-72 (2) of the Labour Code.

<sup>clv</sup> Article 3 (1-3) of the the Law of 17 February 2009 1. introducing a linguistic leave, 2. amending the Labour Code, 3. amending the law of 19 August 2008 on aid for training-research as well as Article L. 234-74 (1-3) of the Labour Code.

<sup>clvi</sup> Article 2.1 of the Law of 28 March 2012 amending 1. the amended law of 19 December 2008 relative to the reform of the vocational training 2. amending Art. L.234-73 the Labour Code.

<sup>clvii</sup> Government of the Grand Duchy of Luxembourg, 'Application for linguistic leave', Luxembourg, 30 December 2014, in: *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique.html> (last accessed on 5 June 2018).

<sup>clviii</sup> Article 3 of the Law of 19 December 2014 on the implementation of the future package – first part (2015) amending paragraphs 2 and 3 of Article L-234-75 of the Labour Code ('Loi du 19 décembre 2014 relative à la mise en oeuvre du paquet d'avenir - première partie (2015)').

<sup>clix</sup> Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.

The Ministry has an allocated of 100.000€ per year to cover these expenses. In case the claims for subsidy are 100.000€ or below, the employers get reimbursed at a 100% rate. In case the claims are above the allocated 100.000€ per year, the employers get reimbursed proportionally.

See also: Government of the Grand Duchy of Luxembourg, 'Une stratégie pour promouvoir la langue luxembourgeoise', Luxembourg, March 2017, available at: <https://gouvernement.lu/dam-assets/fr/actualites/articles/2017/03-mars/09-promotioun-sprooch/langue-sp.pdf> (last accessed on 6 June 2018).

<sup>clx</sup> Government of the Grand Duchy of Luxembourg, 'Application for linguistic leave', Luxembourg, 30 December 2014, in: *guichet.lu*, available at: <https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/formation-professionnelle/conge-linguistique.html> (last accessed on 5 June 2018).

<sup>clxi</sup> Government of the Grand Duchy of Luxembourg, 'Une stratégie pour promouvoir la langue luxembourgeoise', Luxembourg, March 2017, available at: <https://gouvernement.lu/dam-assets/fr/actualites/articles/2017/03-mars/09-promotioun-sprooch/langue-sp.pdf> (last accessed on 6 June 2018).

<sup>clxii</sup> Government of the Grand Duchy of Luxembourg, Ministry of Family, Integration and the Greater Region, 'Plan d'action national pluriannuel d'intégration', 2018, p. 14, available at: <http://www.olai.public.lu/fr/actualites/2018/07/pan/PAN-integration.pdf> (last accessed on 23 July 2018).



---

clxiii For more information, please see: <https://www.csl.lu/fr/vos-droits/droit-du-travail/les-conges/les-conges-lies-a-la-formation> (last accessed on 6 June 2018). See also: <https://www.llc.lu/fr/aides-financieres-conges/le-conge-linguistique> (last accessed on 6 June 2018).

clxiv Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.

clxv The statistics are not disaggregated according to nationalities by the Ministry of Labour, Employment and the Social and Solidarity Economy. Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.

clxvi Gouvernement.lu, Programme gouvernementale, 2013, p. 130, available at <https://gouvernement.lu/dam-assets/fr/dossiers/gouv-2013/assermentation/programme-gouvernemental.pdf> (last accessed on 5 June 2018).

clxvii Information provided by the Ministry of Labour, Employment and the Social and Solidarity Economy.

clxviii Ibid.

clxix Interview with CLAE asbl on 9 May 2018. See also: <http://www.olai.public.lu/fr/fonds-programmes/amif/projets-cofinances/index.html> (last accessed on 31 May 2018).

clxx For more information, please see: <http://www.clae.lu/clae/> (last accessed on 31 May 2018).

clxxi Interview with CLAE asbl on 9 May 2018.

clxxii Ibid.

However, language courses that CLAE asbl also offers to migrants but which are not part of this specific project are not free of charge.

clxxiii Interview with CLAE asbl on 9 May 2018.

clxxiv Ibid.

For more information of the implementation of the ERF and the EIF, please see: <http://www.olai.public.lu/en/fonds-programmes/fer/index.html> (last accessed on 31 May 2018) and <http://www.olai.public.lu/en/fonds-programmes/fei/index.html> (last accessed on 31 May 2018).

clxxv Interview with CLAE asbl on 9 May 2018.

clxxvi Ibid.

clxxvii Ibid.

For more information regarding the three phases and the different modules, please see: <http://www.clae.lu/construisez-votre-projet-professionnel/> (last accessed on 31 May 2018).

clxxviii Interview with CLAE asbl on 9 May 2018.

clxxix For more information, please see: <http://www.clae.lu/festival/> (last accessed on 31 May 2018).

clxxx Interview with CLAE asbl on 9 May 2018.

clxxxi Ibid.

clxxxii Ibid.

clxxxiii Ibid.

clxxxiv Information provided by CLAE asbl on 7 September 2018.

clxxxv Interview with CLAE asbl on 9 May 2018.

clxxxvi Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018.

See also: <http://www.olai.public.lu/fr/fonds-programmes/amif/projets-cofinances/index.html> (last accessed on 31 May 2018).



---

clxxxvii For more information, please see: <http://imslux.lu/eng/qui-sommes-nous/presentation> (last accesses on 31 May 2018).

clxxxviii Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018.

clxxxix Ibid.

cx c IMS Luxembourg, *'Migration vers l'emploi - Employers: everything you want to know about third-country nationals'*, March 2017, p. 7, available at: [http://imslux.lu/assets/publication/29/Migration\\_vers\\_L\\_emploi\\_EN.pdf](http://imslux.lu/assets/publication/29/Migration_vers_L_emploi_EN.pdf) (last accessed on 21 June 2018).

cxci Ibid.

cxcii Ibid., p. 58.

cxci For more information, please see: <http://chartediversite.lu/en> (last accessed on 21 June 2018).

cxci Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018.

cxci Ibid.

cxci Ibid.

cxci Ibid.

cxci Interview with CLAE asbl on 9 May 2018, Interview with IMS Luxembourg and the Coordinator of the Diversity Charter Luxembourg on 1 June 2018, Interview with the Chamber of Skilled Craft and Trades on 19 June 2018, Interview with the Luxembourgish Employers Union (UEL) on 27 June 2018.

cxci Interview with Sodexo Luxembourg SA on 18 June 2018.

For more information, see also: <https://lu.sodexo.com/home/services.html> (last accessed on 25 June 2018).

cc Interview with Sodexo Luxembourg SA on 18 June 2018.

cci Ibid.

ccii Ibid.

cciii Ibid.

cciv Ibid.

ccv Ibid.

ccvi Ibid.

ccvii Ibid.

ccviii Ibid.

ccix Ibid.

ccx Ibid.

ccxi Interview with the American Chamber of Commerce Luxembourg on 17 May 2018. For more information, please see also: <http://www.amcham.lu/publications/doing-business-in-luxembourg/> (last accessed on 24 July 2018).

ccxii Ibid.

ccxiii Ibid.

ccxiv Ibid.

ccxv Ibid.

ccxvi Ibid.