



Second Study 2021

Integration of migrant women in Luxembourg: policies and measures

Luxembourg



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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 of Foreign and European Affairs.

The present report was drafted by Mathis Osburg and Ralph Petry, 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 and Charlie Klein (STATEC), Dr. Jacques Brosius and Dr. Pierre Weiss (Department of Integration, Ministry of Family Affairs, Integration and the Greater Region), Pascale Millim (Ministry of Justice) and Pietro Lombardini (ONA, Ministry of Foreign and European Affairs).

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. Legal texts, official documents (such as parliamentary documents) and reports have been used for this study. Furthermore, experts from the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, Statec, the General Inspectorate of Social Security (IGSS), CEFIS, the municipality of Esch-sur-Alzette, Caritas Luxembourg and Femmes en Détresse have been consulted.

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Integration of migrant women in Luxembourg: Policies and measures

***Disclaimer:** The following information has been provided primarily for the purpose of contributing to a synthesis report for this EMN study. The EMN NCP has provided information that is, to the best of its knowledge, up-to-date, objective and reliable within the context and confines of this study. The information may thus not provide a complete description and may not represent the entirety of the official policy of the EMN NCPs' Member State.*

Top-line factsheet

The top-line factsheet will serve as an overview of the national contribution introducing the study and drawing out key facts and figures from across all sections, with a particular emphasis on elements that will be of relevance to (national) policymakers. Please add any innovative or visual presentations that can carry through into the synthesis report as possible infographics and visual elements.

The number of third-country national women in Luxembourg has increased steadily over the last years, representing 8,1% of the total female population in 2020. Most first residence titles issued to third-country national women were based on family reasons. Depending on the reasons for immigration, the most common countries of origin were India, the U.S.A., and China (to pursue remunerated activities), as well as Syria, Eritrea, the Philippines (for 'other' reasonsⁱ), and Brazil (for family reasons).

While third-country national women in Luxembourg comprise a diverse population, occupying jobs in both high-skilled and low-skilled employment sectors, they experience several challenges. Despite higher levels of education, they are more exposed to overcrowded housing, lower household income, lower activity rates, and higher unemployment rates than Luxembourgish women. Moreover, third-country national women are less often enrolled on electoral lists for municipal elections than female EU foreigners. Finally, the issue of discrimination towards (female) residents of African descent in Luxembourg has generated debates in recent years.

Luxembourg follows a mainstream approach regarding integration. According to the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourgⁱⁱ, integration is a two-way process that includes both the foreigner and the Luxembourgish society, thereby aiming at all non-Luxembourgish nationals (EU citizens and third-country nationals alike), independent of their gender. Consequently, integration policies do not specifically target third-country national women.

The Integration Law further stipulates that integration is a transversal task that the state, the municipalities and civil society accomplish together. To achieve this task, the Integration Law defines a number of integration policies and measures, such as the National Action Plan on Integration (NAP Integration), the Welcome and Integration Contract (CAI) and the financial subsidies available to municipalities and organisations that plan to establish and implement integration measures. Furthermore, the Integration Law provides the legal framework for the inter-ministerial committee on Integration, the National Council for Foreigners (CNE), and the municipal consultative commissions on integration (CCCI).

Despite Luxembourg's mainstream approach towards integration, both national and EU funds may finance measures to support the integration of third-country national migrant women. On the national level, such measures may receive funding within the framework of the NAP Integration, through subsidies provided by the Ministry for Family Affairs, Integration and the Greater Region, or from the Ministry of Equality between Women and Men, municipalities, or non-profit organizations. On the EU level, the AMIF (Asylum, Migration and Integration Fund) funds projects targeting applicants and beneficiaries of international protection, and the ESF (European Social Fund) may finance gender-specific measures.

The Luxembourgish government did not develop specific integration policies or measures to counteract the negative consequences of COVID-19 on the integration of migrant women. However, general COVID-19 policies and measures in the area of integration, anti-discrimination, inclusion, and diversity also addressed migrant women, such as the provision of information regarding schooling during the pandemic, measures regarding language learning and the digitalization of procedures related to the Welcome and Integration Contract.

The Luxembourgish Integration Law is currently undergoing a process of reform. Throughout this process, the Department of Integration has consulted a wide array of stakeholders and commissioned the OECD to conduct a study on the functioning of the Luxembourgish integration system. Based on the collected input, the Department of Integration is currently drafting a bill to submit to Parliament in 2022. The reform of the Integration Law will entail a revision of the NAP Integration and the used terminology to reflect the transversal approach towards integration in Luxembourg. In the long term, the Department of Integration also aims to extend and regionalise services and improve integration-related data collection and evaluation. Finally, a large AMIF-funded project in 2022 will contribute to harmonizing integration services, measures, and methodologies targeting applicants and beneficiaries of international protection.

Section 1: Integration of migrant women – data and debates

Q1 Please analyse the data on first residence titles issued by reason in 2016–2020 in your country as extracted from Eurostat and included in the statistical Annex (see Annex 1.1) and describe the main forms of immigration used by third-country migrant women compared to third-country migrant men. What are the top 3 countries of citizenship in the period of 2016-2020? Did any significant changes occur in 2020 that might be related to COVID-19?

First residence titles in 2020

In 2020, women represented 52,3% of all recipients of first residence titles in Luxembourg. In absolute terms, 2.720 third-country men and 2.987 third-country women received a first residence title. These numbers represented a 32,0% decrease compared to 2019 when 3.963 first residence titles were issued to men and 4.470 to women. This decrease is likely due to the effects of the COVID-19 pandemic.

Reasons for first residence titles

Throughout the past five years (2016-2020), most first residence titles were issued based on family reasons, followed by remunerated activities, 'other' reasonsⁱⁱⁱ, and education reasons. While this tendency is similar for both men and women, women immigrated more often for family reasons^{iv}, and men immigrated more often to pursue remunerated activities^v.

The year 2020 is representative of these trends. The majority of first residence titles in 2020 were issued based on family reasons. For women, 59.8% of the first residence titles were issued based on family reasons, whereas the rate is 40.7% for men. Moreover, 37,6% of men received a first residence title based on remunerated activities, whereas this concerned only 17,8% of women. On the other hand, women received slightly more first residence titles based on 'other' reasons than men (18,6% compared to 16,7%). Only 5,0% of men and 3,8% of women were issued a first residence title based on educational reasons.

Top countries of citizenship

In 2016 and 2017, the top country of citizenship of third-country nationals (both men and women) who received a first residence title was Syria, with 532 and 657 Syrians, respectively. In 2018 and 2019, India was the top country of citizenship with 802 and 961 first residence titles, respectively. Except for 2017, when India was the second most common country of citizenship, the United States and China (including Hong Kong) consistently occupied second and third place throughout these four years. For 2020, the data disaggregated into countries of citizenship is not available. Therefore, we cannot draw conclusions on the impact of the COVID-19 pandemic on the top countries of citizenship.

The top countries of citizenship (India, China, United States, and Syria) do not vary considerably according to the immigrant's gender. However, variations exist depending on the reason for immigration. While recipients of first residence titles based on remunerated activities are often citizens of China, India or the United States, Brazil makes up an important country of citizenship for immigrants who received a first residence title based on family reasons, especially for women. Throughout the last three years, the main countries of citizenship of immigrants who received their first residence title based on 'other' reasons were Eritrea and Syria. In 2019 and 2020, the Philippines was the third most common country of citizenship for female immigrants who were issued a first residence title based on 'other' reasons.

Q2 Please analyse the data on population in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.2) and describe the share of third-country national migrant women among the total population compared to third-country national migrant men. Please include any evidence for changes related to COVID-19 if available.

The population of third-country nationals in Luxembourg has increased steadily over the past five years from 39.618 (6,9% of the total population) in 2016 to 48.210 (7,7% of the total population) in 2020. The number of female third-country nationals has increased more rapidly than that of male third-country nationals. From 2016 to 2020, the third-country national female population has increased by 31,7%, whereas the third-country national male population has increased by 12,3%. In 2020, 52,4% of all third-

country nationals were female, whereas women only make up 49,7% of the total population in Luxembourg. In the same year, third-country national women represented 8,1% of Luxembourg's female population and 4,0% of the total population. Third-country national men only made up 7,3% of Luxembourg's male population and 3,7% of the total population. There is no visible evidence for changes related to COVID-19 concerning these numbers and trends.

Q3 Please analyse the data on labour market, entrepreneurship, education, housing and health indicators in 2016–2020 as extracted from Eurostat and included in the statistical Annex (see Annex 1.3) and describe the main findings with specific focus on third-country national migrant women compared to third-country national migrant men and non-migrant women. Did any significant changes occur in 2020 that might be related to COVID-19?

Labour market

From 2016 to 2019 (the data for third-country nationals for 2020 is not available), the unemployment rate of third-country national women from 20 to 64 years ranged between 14,9% (2019) and 21% (2018), thus at least five times higher than that of the Luxembourgish female population in the same age group (between 3,1% in 2019 and 4,0% in 2018). Since 2017, the unemployment rate among third-country national men from 20 to 64 years (between 14,1% in 2017 and 8,5% in 2019) was also lower than that of third-country national women in the same age group.

Since the first quarter of 2016, the activity rates of third-country national women between 20 and 64 years have constantly been significantly lower than those of third-country national men in the same age group. Eurostat recorded the greatest difference in the third quarter of 2016 when the activity rate of third-country national women was at 48,5% compared to 91% among third-country national men. The difference to the activity rate of the Luxembourgish female population aged between 20 and 64 is smaller but nevertheless ranged between 5% and 15% since 2016, except for the second quarter of 2017, when third-country national women's activity rate was 5,2% higher than that of Luxembourgish women. According to the latest available data from the fourth quarter of 2019, the activity rate among third-country national women was 61,9% compared to 81,2% among third-country national men and 70,7% among the Luxembourgish female population.

The Eurostat data on the numbers of self-employed third-country nationals is scarce. In 2017 only 600 third-country national women were self-employed compared to 700 third-country national men and 4.100 Luxembourgish women.

Education

In 2019, 20,2% of third-country national women between 18 and 64 years had less than primary, primary or lower secondary education, compared to 19,0% among third-country national men in the same age group. While this is only a difference of 1,2%, the gap was significantly bigger in 2017 (11,8%) and 2016 (7,2%). Moreover, from 2016 to 2018, third-country national women had much more often lower education than Luxembourgish women. However, this trend has reversed: In 2019, 20,2%, third-country national women had lower education compared to 21,2% among Luxembourgish women.

In 2019, third-country national women more often had upper secondary or post-secondary non-tertiary education (24,5%) than third-country national men (18,0%), a trend that has reversed after the period from 2016 to 2018. However, compared to Luxembourgish women (42,8%), third-country national women had much less often upper secondary or post-secondary non-tertiary education in 2019.

Fewer third-country national women (55,3%) than third-country national men (63,0%) had tertiary education in 2019, a trend similar to 2016 and 2017. However, third-country national women had much more often tertiary education than Luxembourgish women (36,0%) in 2019, which confirms the importance of high-skilled immigration to Luxembourg.

In sum, third-country national women are generally less educated than third-country national men but more than Luxembourgish women.

Overcrowded housing and unmet medical needs

With 14,2% in 2020, third-country national women lived less often in overcrowded housing than third-country national men (24,0%), yet significantly more often than Luxembourgish women (6,5%).

Like third-country national men and Luxembourgish women, the overwhelming majority of third-country national women aged between 20 and 64 years (from 97,2% to 100,0%) had no unmet medical needs to declare between 2016 and 2020.

Q4 What are the key opportunities and challenges for migrant women's integration as identified in national statistical sources (e.g. integration monitors, census, administrative data) or available research (e.g. surveys among migrant women)?

For each challenge please:

a) describe for whom it is a challenge,

b) indicate why it is mentioned as a challenge, and

c) indicate the source / evidence for the challenge.

Sectors of employment^{vi}

On 31 March 2021, the most common economic sectors for third-country national women were 'Specialised, scientific, and technical activities' (1.660 or 18,0%), 'Finance and insurance activities' (1.330 or 14,4%) and 'Accommodation and food services' (1210 or 13,1%). Whereas the first two sectors have steadily become more important since 2009, the number of third-country national women working in 'Accommodation and food services' has grown less quickly and even slightly decreased between 2020 and 2021, possibly due to the effects of the COVID-19 pandemic. The number of third-country national women employed in 'Administrative and support services', which includes the cleaning sector and used to be the third most important employment sector until 2019 (1.050 or 11,4%), has stagnated over the past four years. Overall, we can estimate that 59,8% of all third-country national women work in highly qualified sectors of employment^{vii}, while 40,2% work in less qualified sectors^{viii}.

The numbers of third-country national men employed have undergone similar changes. On 31 March 2021, the most common sectors of employment were 'Specialised, scientific, and technical activities' (2.260 or 18,6%), 'Finance and insurance activities' (1.660 or 13,7%), 'Construction' (1.410 or 11,6%), and 'Accommodation and food services' (1.320 or 10,9%). While the first two sectors have become increasingly important, the number of employees in the last two sectors has grown less quickly or stagnated.

The fact that the most important employment sectors for third-country nationals require both high-skilled and low-skilled workers shows how diverse this population is in terms of education and income. Third-country nationals in Luxembourg occupy both high-skilled and low-skilled positions.

The most common employment sectors for female EU migrants require medium to high skilled workers. On 31 March 2021, the most common sectors of employment for female EU migrants were 'Finance and insurance activities' (6.130 or 14,0%), 'Administrative and support services' (5.980 or 13,6%), 'Human health and social work activities' (5.330 or 12,1%), and 'Specialised, scientific, and technical activities' (5.310 or 12,0%). These four sectors have remained the top employment sectors since 2018 and were among the most important sectors since 2009.

Most Luxembourgish women work in 'Human health and social work activities' (13.320 or 29,3%), 'Public administration' (9.270 or 20,4%), 'Retail, repair of motor vehicles and motorbikes' (4.400 or 9,7%), and 'Finance and insurance activities' (4.410 or 9,7%). This status quo has remained almost unchanged since 2009.

Average disposable household income^{ix}

From 2014 to 2019, the average disposable income of third-country national women's households was higher than that of third-country national men (except for 2018). However, it was significantly lower than

that of female EU migrants. In 2019, third-country national women's annual average household disposable income was approximately €68.300, compared to €65.900 for third-country national men and €76.200 for female EU migrants.

Looking at the annual equivalised disposable income^x, households of third-country national women still have a slightly higher income than those of third-country national men, but the difference is smaller and rarely exceeds €2000 per year. This could indicate that third-country national women's households are usually made up of more people than those of third-country national men. In 2019, the annual equivalised disposable household income was approximately €37.000 for third-country national women, compared to €35.500 for third-country national men and €43.300 for female EU migrants, thus representing similar trends as the average disposable household income presented above.

Registration on electoral lists^{xi}

In Luxembourg, foreigners, independent of their nationality, are allowed to vote in municipal elections. In order to vote, foreigners have to be domiciled in Luxembourg and resided there for at least five years, of which the last year of residence immediately prior to the request for registration on the electoral list must be uninterrupted.^{xii} For the last municipal elections on 8 October 2017, 17.797 out of 75.688 foreign women were registered on the electoral lists, thus a rate of 23,5%. Concerning third-country national women, 1.802 out of 8.976 were registered on the electoral lists, thus only 20,1%. The registration rate varies significantly depending on the women's nationality. While Indian women have the highest registration rate with 27,7%, Montenegrins rank second with 27,3% and women from China, Russia and Kosovo rank last with registration rates between 10% and 11%.^{xiii} With 24,1%, the registration rate among EU women was higher than that of third-country national women. However, there are also significant differences within the EU female population depending on the women's nationality. For instance, Dutch women ranked high with 34,9%, followed by German women with 31,3%, French women with 25,8%, Portuguese women with 22,0%, Spanish women with 18,6%, and Polish women with 14,2%.^{xiv}

In sum, third-country national women are less often registered on the electoral lists for municipal elections in Luxembourg than female EU citizens.

Challenges highlighted by stakeholders

Besides statistical evidence, two stakeholders highlighted challenges to migrant women's integration during the consultation phase within the framework of the revision of the Integration Law (see also answer to Q15 a) below).

The social welfare offices stated that migrant women's integration may suffer from the prepondering authority of their male partners, especially when husbands do not accept the equality between men and women and reduce women to their role as mothers or housewives.^{xv}

Moreover, the NGO 'Dress for Success'^{xvi} mentioned that, beyond a lack of self-confidence, migrant women experience similar challenges as men when trying to integrate the Luxembourgish labour market, e.g., the difficulty to master one of the national administrative languages (Luxembourgish, French, German), have their diplomas and competencies recognised in Luxembourg, and benefit of a personalized accompaniment.^{xvii} 'Dress for Success' also calls for the creation of easily accessible social nurseries to allow unemployed migrant women to pursue professional training.^{xviii} According to the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, the lack of accessible childcare facilities, the learning and practice of an administrative language of the country, and the situation on the labour market are indeed three major challenges for migrant women regularly highlighted by stakeholders such as the social welfare offices.^{xix}

Q5 Are more disaggregated data or research available at national level (compared to what is available through Eurostat), e.g. by resident status/reason for migration, by number of children in households or by first/second generation of migrants?

Given the mainstream approach towards integration policy in Luxembourg, relevant data is not usually disaggregated by sex and nationality. Moreover, integration-related data is not centralized or publicly

available but must be requested from the corresponding ministries or governmental agencies. According to the Organisation for Economic Co-operation and Development (OECD), Luxembourg lacks important data on immigrants' integration trajectory and key integration aspects.^{xx} Yet, besides the data mentioned above, the following statistics may be useful in the context of this study:

Acquisitions of citizenship^{xxi}

In 2019, 2.941 female residents (including girls and women) in Luxembourg acquired Luxembourgish citizenship.^{xxii} Before acquiring Luxembourgish citizenship, 64,0% held another EU28 citizenship, and 35,9% were third-country nationals.^{xxiii} The top three third countries of prior citizenship were Montenegro (175), Serbia (107), and Cape-Verde (104). Before they acquired Luxembourgish citizenship, most third-country national females previously held Brazilian (approximately 1.113^{xxiv}) or US American (379) citizenship, but the large majority of them lived abroad.^{xxv}

In 2020, 2.441 female residents in Luxembourg acquired Luxembourgish citizenship.^{xxvi} Previously, 62,9% of them held another EU27 citizenship, and 37,1% were third-country nationals.^{xxvii} The top three third countries of prior citizenship were Montenegro (131), the UK (110), and Serbia (70). Most naturalised third-country national females previously held Brazilian (approximately 968^{xxviii}) or US American (approximately 241^{xxix}) citizenship, but the large majority of them lived abroad.

Other available data

In December 2020, the National Reception Office (*'Office national de l'accueil'* – ONA) accommodated 3.305 applicants and beneficiaries of international protection, among whom 40,2% were female.^{xxx}

Currently, a large mixed-method study on the topic of ethno-racial discrimination and racism is being finalized by the Centre for Intercultural and Social Studies and Training (CEFIS) and the Luxembourg Institute of Socio-Economic Research (LISER). The Department of Integration will present the results in parliament in early 2022.^{xxxi}

Q6 What are the main public and policy debates regarding migrant women's integration (opportunities and challenges)?

The Luxembourgish Integration Law is currently undergoing a process of reform. In October 2020, the Department of Integration launched a large consultation phase and collected input and opinions from a wide array of experts, municipalities, and other national stakeholders (see answer to Q15 a)).^{xxxii} Therefore, the future of the legal framework for integration policy has generally been a subject of debate over the past years. While the integration of third-country national women has not been at the centre of this debate, some stakeholders have called for more gender-specific policies and measures^{xxxiii} that take into account the diverse aspects of people's identity (e.g., socio-economic status, family status, age, gender, etc.) and the needs of the most vulnerable groups.^{xxxiv} According to the Department of Integration, social welfare offices, the Ministry of Equality between Women and Men, and the NGO 'Femmes en Détresse' (English: 'Women in Distress') have also indicated the necessity to adapt projects to the needs of different target groups.^{xxxv}

The topic of racism and discrimination received a lot of political and media attention in recent years, especially after the publication of the results of the 'Second European Union Minorities and Discrimination Survey – Being Black in the EU' conducted by the European Union Agency for Fundamental Rights (FRA) in 2018. Drawing on a poll of 6.000 people of African descent, the survey revealed the extent of racism and discrimination in 12 EU countries. Luxembourg ranked second in the study, with 52% of the respondents stating that they had been racially harassed during the past five years.^{xxxvi}

Following the publication of the survey results, two conferences on the topic of discrimination and racism took place in 2019 and 2020.^{xxxvii} The 'Black Lives Matter' movement also contributed to highlighting the issues of racism and discrimination in Luxembourg.^{xxxviii} The debate further gained momentum when the founder and spokesperson of the NGO 'Finkapé',^{xxxix} a Luxembourgish woman with Cap-Verdean roots, became the target of repeated discrimination on social media. On a picture displaying her holding a megaphone with a sticker with the title of a provocative theatre play called: "Luxembourg, malhonnête

tas de merde” (‘Luxembourg, dishonest shit pile’) during the ‘women’s strike’ on 7 March 2020, a politician of the Alternative Democratic Reform Party (‘*Alternativ Demokratesch Reformpartei*’ - ADR) commented: “This photo says it all ... A ‘big shit’ sticker hostile to Luxembourg. An Antifa and far-left sticker likely to provoke violence”, which started a succession of controversial social media posts. After lodging a formal complaint, a trial started in December 2020 before the ninth chamber of the Criminal Court^{xi} and the ADR politician was fined €1.500.^{xii}

The issues of racism and discrimination also generated a debate in Parliament on 1 July 2020.^{xiii} During the debate, two motions were adopted.^{xiiii} One of the motions invited the Government to prepare a study on racism in Luxembourg.^{xiv} The Department of Integration contracted LISER and CEFIS to conduct the study with the objective to analyse the forms of racism in Luxembourg, evaluate the effectiveness of measures currently in place against racism, and provide policy recommendations.^{xv} The study is currently being finalized, and its results will be presented in the Luxembourgish parliament in early 2022.^{xvi} The second motion aimed at taking stock of anti-discrimination policies and elaborating a national action plan against racism.^{xvii} Furthermore, the Parliament adopted a resolution committing to expand the competencies and strengthening the resources of the Centre for Equal Treatment (CET).^{xviii} In the course of the societal debate on discrimination and racism, two new associations focusing on women of African descent were created, namely ‘LëtZ Rise Up’ and ‘Finkapé’.^{xlix}

Section 2: National integration policies in the Member State

Q7 Please describe your country’s overall organisational approach with regard to integration policy: who are the competent authorities for integration policy? Is integration policy a national, regional, local or shared competency and which responsibilities come with that competency?

Legal Framework

In Luxembourg, integration is regulated by the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg (hereafter referred to as ‘Integration Law’).¹ Article 2 of the Integration Law defines integration as a two-way process whereby a foreigner expresses his or her willingness to participate on a long-term basis in the life of the host society, which, in turn, takes all the necessary measures at the social, economic, political and cultural levels to encourage and facilitate this process.^{li} Moreover, the same article defines ‘foreigner’ as anyone who does not possess Luxembourgish nationality.^{lii} Therefore, the Integration Law concerns all foreigners and does not differentiate between EU citizens and third-country nationals.

More specifically, the Integration Law regulates a number of the integration policies and measures, such as the National Action Plan on Integration^{liii} (NAP Integration), the Welcome and Integration Contract^{liv} (‘*Contrat d’accueil et d’intégration*’ – CAI) and the financial subsidies available for municipalities and organisations who plan to establish and implement integration measures^{lv} (see below for more information). Since the legislative development introduced by the Law of 4 December 2019 (see below), the Minister in charge of integration shall submit a national report on the integration of foreigners and the fight against discrimination in the Grand Duchy of Luxembourg to the Parliament every five years.^{lvi} To prepare this report, the Minister may receive assistance and the necessary data from national and municipal administrations, as well as public institutions and bodies.^{lvii} Moreover, the Integration Law provides the framework for the inter-ministerial committee on integration, the National Council for Foreigners^{lviii}, and the municipal consultative commissions on integration^{lix} (see below for more information).

Currently, the Luxembourgish Integration Law is undergoing a process of reform (see answer to Q15 a) for further details). This reform, foreseen by the coalition agreement of the current Government^{lx}, aims to adapt the legislative framework to the challenges of today and tomorrow’s society.^{lxi} Within the framework of the upcoming reform, the Government launched a large consultation process with relevant stakeholders in October 2020^{lxii} and commissioned the Organisation for Economic Co-operation and

Development (OECD) to conduct a study on the functioning of the Luxembourgish integration system^{lxiii}, which was published in October 2021.^{lxiv}

Competent authorities

Luxembourg is a relatively small country composed of 102 municipalities directly supervised by the national government. Both the national government and the municipal authorities are actively involved in the making and implementation of integration policies. Article 2 of the Integration Law stipulates that integration is a task that the state, the municipalities, and civil society accomplish together.^{lxv}

National level

In 2008, the Integration Law created the Luxembourgish Reception and Integration Office (*'Office luxembourgeois de l'accueil et de l'intégration'* - OLAI) to develop and coordinate integration policies. The Law of 4 December 2019 establishing the National Reception Office amended the Integration Law by dividing the responsibilities for reception and integration between the National Reception Office under the Ministry of Foreign and European Affairs, which replaced OLAI, and a newly created Department of Integration at the Ministry of Family Affairs, Integration and the Greater Region.

According to Article 3 of the Integration Law, the Minister in charge of integration is responsible for facilitating the integration process of foreigners by implementing and coordinating integration policy, of which the fight against discrimination is an essential element, together with the municipalities and civil society actors.^{lxvi} Furthermore, the Integration Law stipulates that the Minister is responsible for drafting, in consultation with the inter-ministerial committee on integration, a multiannual national action plan for integration and combating discrimination, which shall identify the main strategic areas of intervention and the policy measures under way and to be implemented.^{lxvii} In accomplishing this task, the Minister shall collaborate with EU and international bodies.^{lxviii}

As a consequence, since the entry into force of the aforementioned law on 1 January 2020, the Ministry of Family Affairs, Integration and the Greater Region, via its Department of Integration, is the competent authority for integration policies in Luxembourg. The Department of Integration covers several areas of action:

- Coordination of the inter-ministerial committee on integration;
- Integration projects;
- Integration programmes;
- Municipal and regional integration;
- A unit dedicated to studies and consultations with external actors;
- A communication's department.^{lxix}

In addition to the Ministry of Family Affairs, Integration and the Greater Region, several other authorities and stakeholders play an important role at the national level.

As mentioned above, the inter-ministerial committee on integration plays an important role at the national level. Its main aim is to meet the need for coordination, pooling, exchange, and creation of synergies to achieve a transversal and sustainable integration policy.^{lxx} It is composed of representatives of 13 ministries and two administrations^{lxxi}. Since December 2020, it has been opened to civil society actors in view of broadening the committee and exploring additional synergies between the different actors working in the field of integration.^{lxxii} Moreover, since the establishment of the new National Action Plan on Integration, the inter-ministerial committee prepares and monitors, under the coordination of the Department of Integration, the implementation of the action plan.^{lxxiii}

The Ministry of National Education, Children and Youth (MENJE) is the responsible authority for the organisation of language courses offered in the framework of the Welcome and Integration Contract and the Accompanied Integration Path (see answer to Q10 a) for more information). The Ministry provides language courses via its Department of Adult Education (*'Service de la formation des adultes'* - SFA) and coordinates the network of language course providers.^{lxxiv} Moreover, the MENJE is responsible for the integration of young migrants (up to the age of 24 years) into school education via its Department for the Schooling of Foreign Children (*'Service de la scolarisation des enfants étrangers'* - SECAM).

The National Employment Agency (*'Agence pour le développement de l'emploi'* - ADEM) plays a vital role when in the labour market integration of the most vulnerable groups, such as young people without training, the elderly, or unskilled persons. In this context, the ADEM closely collaborates with the European Social Fund, various associations, and private companies to set up projects that aim to improve integration of the aforementioned vulnerable groups.^{lxxv} Moreover, since 2017, the ADEM has a department for beneficiaries of international protection (*'cellule BPI'*) that provides employers with information regarding job applications and evaluations of the competencies of beneficiaries of international protection.^{lxxvi}

Another important stakeholder on the national level is the National Council for Foreigners (*'Conseil national pour étrangers'* – CNE), which advises the Government on issues relating to the integration of foreigners.^{lxxvii} The CNE may act on its own initiative or following the request of the Government. It is composed of 34 members, including 22 representatives of foreigners (of which 7 are third-country nationals), and 12 members representing employers' organisations (4 members), trade unions (4), the Union of Towns and Municipalities (*'Syndicat des Villes et Communes Luxembourgeoises'* - SYVICOL), civil society (1) and refugees (1).^{lxxviii} The current Coalition Agreement (2018-2023) foresees a reform and re-evaluation of the CNE due to organizational challenges and lacking resources.^{lxxix}

Municipal level

As mentioned above, municipalities play an important role in the implementation of integration policies in Luxembourg. According to Article 23 of the Integration Law, municipalities are obliged to set up municipal consultative commissions on integration (*'Commissions consultatives communales d'intégration'* – CCCI).^{lxxx} Currently, 95 out of the 102 Luxembourgish municipalities have a CCCI.^{lxxxi} Overall, these consultative commissions are responsible for the 'living together' (in French: *'vivre ensemble'*) of all municipal residents, and more particularly for the interests of residents of foreign nationality.^{lxxxii}

The national government encourages municipalities to establish municipal integration plans (*'Plan communal d'Intégration'* – PCI) with the objective to develop and implement local integration strategies.^{lxxxiii} PCIs can be developed by a single municipality or be the product of cooperation between multiple municipalities.^{lxxxiv} In this context, CEFIS may conduct a so-called 'diagnostic of local integration' to provide the municipal authorities with detailed information on the identified needs and concerns expressed by the municipality's residents with regard to diversity and integration.^{lxxxv} Moreover, the SYVICOL elaborated practical guidelines for municipalities to establish integration plans. In their guidelines, the SYVICOL proposes a different definition of integration, namely "a reciprocal process of shared responsibility, which allows for the 'living together' and the participation of all residents while respecting differences and adhering to common values".^{lxxxvi} Consequently, integration policies ideally seek to ensure a sense of belonging and a spirit of community among Luxembourgish and non-Luxembourgish residents.^{lxxxvii} In 2020, an analysis of the PCIs in place or under development revealed the shortcomings of this instrument, which is why the Department of Integration found it necessary to revise the PCI in order to optimise it.^{lxxxviii} As a consequence, a new approach was developed and discussed with the contracted partners of the Department of Integration.^{lxxxix} The aim is to give municipalities the opportunity to initiate a dynamic process in which citizen participation is a key element.^{xc} This new approach was initially referred to as 'PCI 2.0'^{xc} and is now known as the 'Pact for the 'living together'' (in Luxembourgish: *'Pakt vum Zesummeliewen'*).^{xcii} In 2021, 18 municipalities selected to launch this new approach via a pilot project signed the new 'Pakt vum Zesammenliewen'.^{xciii}

Another important organism in the field of integration on the municipal level is the Local Integration and Exchange Support Group (*'Groupe d'échange et de soutien en matière d'intégration au niveau local'* - GRESIL), an inter-municipal platform launched in 2017 to enhance networking between municipalities and encourage the exchange on integration-related issues.^{xciv} Twice a year, GRESIL brings together municipal stakeholders (e.g. integration officers, social-welfare staff, etc.) around specific topics related to integration and provides a platform for municipalities to communicate, inform and exchange good practices. The initiative is organised by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, the SYVICOL, CEFIS, and ASTI, a major NGO in the field of migration and integration in Luxembourg.^{xcv}

In addition to the above, and as previously mentioned, the Ministry of Family Affairs, Integration and the Greater Region can also grant financial subsidies to municipalities that plan to establish and implement integration measures (see answer to Q12).^{xcvi} In this context, the Department of Integration regularly publishes calls for proposals for which municipalities can submit a grant application.^{xcvii}

NGOs and associations

The Department of Integration works closely with many associations and NGOs that promote the integration of foreigners in Luxembourg. More specifically, the Department has concluded conventions and collaboration agreements with four main associations in the field of integration, namely the aforementioned stakeholders ASTI and CEFIS, as well as the Liaison and Action Committee for Foreigners (*'Comité de Liaison des Associations d'Etrangers'* - CLAE) and Caritas.^{xcviii} This collaboration with regard to supporting and promoting integration activities on the ground complement the integration measures proposed by the Department of Integration.^{xcix} The conventions are renewed on an annual basis, making it possible to adapt the activities to the changing needs on the ground identified by the stakeholders.^c Finally, smaller NGOs and community associations play an important role in providing integration-related services and activities at the local level, but sometimes also countrywide.

Furthermore, the Ministry of Family Affairs, Integration and the Greater Region can also grant financial subsidies to associations and federations that develop and implement integration measures or innovative projects in the field of integration and/or the fight against discrimination (see answer to Q12).^{ci}

Companies

Companies can also play an important role when it comes to integration.^{cii} Established in 2012, the Diversity Charter Lëtzebuerg is a text of commitment that any company in Luxembourg may sign and whereby they commit to act in favour of the promotion of diversity by implementing concrete actions in this regard. To date, more than 200 companies have committed to promoting and managing diversity.^{ciii}

Q8 Is the integration of migrant women a policy priority in your country?

According to the Department of Integration, and given the mainstream approach towards integration policy in Luxembourg, migrant women are not a prioritized group specifically targeted by integration policies. While the Government may provide funding for projects that address the particular needs of migrant women, the overall goal of the Department of Integration remains to encourage social diversity, togetherness and thus not to develop policies and measures that tend to isolate one group from another (see answer to Q12).^{civ}

Q9 Is gender mainstreamed in national integration policies? Is this approach also complemented by gender specific policies (dual approach to gender equality)?

Luxembourg follows a gender mainstreaming approach in the context of national integration policies and views gender mainstreaming as a cross-cutting priority across all national thematic strategies and action plans adopted by the Government.^{cv} More specifically, each ministerial department must respect gender equality in the development of its policies, legal texts, programmes and action plans and any other measures, in accordance with the principle of gender mainstreaming and the National Action Plan for Equality between Women and Men.^{cvi}

Moreover, the SYVICOL published guidelines to accompany Luxembourgish municipalities to promote equality between women and men on the local level and implement the European Charter for Equality of Women and Men in local life.^{cvi}

Finally, the Ministry of Equality between Women and Men is one of the ministerial stakeholders in the inter-ministerial committee on integration. This underlines the importance attributed to gender equality in the field of integration.^{cvi}

Q10 Are migrant women specifically addressed in national integration policies (e.g. strategies, action plans, government programmes)?

Table 1: Policies addressing migrant women

| Yes | | No ¹ | n/a (no national integration policy available) |
|---------------------------------|---------------------------------------------------------------------------------------------------------------|----------------------------------|---------------------------------------------------|
| Third-country nationals | Migrants in general (that might also include EU citizens with migrant background and third-country nationals) | | |
| | | X | |
| <i>Please continue with Q11</i> | | <i>Please continue with Q10a</i> | <i>Please continue with Q10b & Q11</i> |

a) If migrant women are not specifically addressed in national integration policies, what is the reason or underlying approach (e.g., mainstreaming approach)?

Migrant women are not specifically addressed in national integration policies because, as mentioned in the answer to Q7 above, Luxembourg follows a mainstream approach with regard to integration policy, aiming at all non-Luxembourgish nationals (EU citizens and third-country nationals alike) independent of the migrant’s gender. The national strategy to integration is laid out in the National Action Plan on Integration (NAP Integration), as well as in the two main integration programmes, namely the Welcome and Integration Contract (CAI) and the Accompanied Integration Path (PIA). In the following, we will provide a short description of each of these policy tools.

National Action Plan on Integration (‘Plan d’action national d’intégration’ – NAP Integration)

The pluriannual NAP Integration defines the national integration strategy and policies to implement. According to Article 6 of the Integration Law, the Minister of Family Affairs, Integration and the Greater Region is in charge of elaborating the NAP Integration together with the inter-ministerial committee on integration and submits the action plan to the Government for approval, which, in turn, identifies targeted integration and anti-discrimination measures.^{cx}

The NAP Integration recognizes three cross-sectional areas of importance for the integration of foreigners: 1) The access to information and interaction, 2) the quality of services, and 3) the national and international cooperation and coordination. Concretely, the action plan aims at:

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

¹ If women are not specifically mentioned but if the policy implies women (e.g., as parents), that should be reported as “yes”. But if the policy is not specific to women but addresses everyone (men, women, boys, girls) this should not be reported and the answer should be “no”.

Welcome and Integration Contract ('Contrat d'accueil et d'intégration' – CAI)^{cxii}

The Integration Law introduced a voluntary Welcome and Integration Contract, which all legally residing foreigners in Luxembourg aged 16 or more can take advantage of. The CAI allows signatories to receive a certificate upon attendance of a so-called orientation day^{cxii}, a reduced rate for language classes of the national administrative languages, and a civic integration course. If the obligations of the CAI are fulfilled, this will be taken into account when the third-country national applies for Luxembourgish citizenship^{cxiii} or the long-term resident status in Luxembourg.^{cxiv} From the launch of the CAI in 2009 until December 2020, 9.632 contracts have been signed. 59 % of the signatories were women, and 41% were men. In total, 76 different nationalities signed the CAI in 2020. The top nationalities were Indian (11%), Italian (8%), Portuguese (8%), Spanish (6%), Brazilian (5%), Romanian and Russian (4%).^{cxv}

Accompanied Integration Path ('Parcours d'intégration accompagnée' – PIA)

The Accompanied Integration Path was introduced in September 2017 to support the integration process of applicants for international protection (AIPs) directly after arrival in Luxembourg by increasing their autonomy and participation in social life.^{cxvi} The PIA offers courses on education and daily life in Luxembourg, organized by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, as well as language and literacy courses, organized by the SFA of the Ministry of National Education, Children and Youth. While the national integration policy is mainstreamed, i.e., targeting both EU and non-EU foreigners, the PIA is the only policy tool specifically targeting third-country nationals who applied for or were granted international protection in Luxembourg.

Measures targeting migrant women

Despite the mainstream approach towards integration policy in Luxembourg, the authorities may financially support measures specifically targeting migrant women via the existing funding mechanisms (see answer to Q12).

b) If no national integration policy is available in your country, are migrant women specifically addressed in national policies across different sectors relevant to integration?

N/A

Q11 How are migrant women addressed with regard to the following sectors: labour market, entrepreneurship, education and vocational training, language training, housing, health, civic integration, other?

N/A as the response to Q10 is “No” (see above).

Section 3: Integration measures in the Member State

Q12 Is national funding available in your Member State for measures to support the integration of migrant women? Do structural funds / EU programmes fund integration measures targeting or addressing migrant women and if yes, to what extent (as a share of total funding)?

Both national and EU funding may be available to finance projects aiming at the integration of migrant women. At the same time, no information is available with regard to the share of the total available funding.^{cxvii}

On the national level, measures targeting the integration of migrant women may be funded within the framework of the NAP Integration (see answer to question 10 a)). Every year, the Department of Integration launches a call for projects articulating around chosen themes, and the inter-ministerial committee on integration selects a number of projects to receive funding. In 2021, the two relevant

themes were 'Diversity and the fight against discrimination' and 'Language learning and practice'.^{cxxiii} The Department of Integration received 50 project applications, and ten were to be funded.^{cxxix} Two projects specifically target female migrants: 'Learning languages while working at 'NAXI-Atelier'' (in French: '*Apprendre des langues en travaillant au NAXI-Atelier*') and 'Making society in comics – Women's stories of integration in comics' (in French: '*Faire société en bande dessinée – Récits d'intégration au féminin et en bande dessinée*').^{cxx} In October 2021, the Department of Integration launched the new call for projects to be funded by the action plan in 2022. The call addresses projects around the themes of political and civic participation.^{cxxi}

The Department of Integration may also provide subsidies to projects targeting the integration of migrant women or financial or material support to municipalities or public administrations to enhance their integration services. In 2020, the budget for subsidies to public entities in the municipal, inter-municipal and regional sectors to fund projects aiming at the integration and reception of foreigners doubled, although municipal revenues were hampered by the expenses created by the COVID-19 crisis (see also answer to Q14 b)).^{cxxii} Until 2023, an annual budget of € 500 000 is available to fund municipal projects aiming at the integration of foreigners. Every year, 20 municipalities will receive € 25 000 to encourage the creation of a municipal integration plan (PCI) (see answer to Q7 under 'municipal level').^{cxxiii} Moreover, the budget for state participation in the costs of associations working in the field of integration increased by 14% in 2020.^{cxxiv}

The National Social Inclusion Office ('*Office nationale de l'inclusion sociale*' – ONIS) affiliated to the Ministry for Family Affairs, Integration and the Greater Region may also contribute to financing measures targeting the integration of migrant women.^{cxxv} Finally, such measures may receive funding from the Ministry of Equality between Women and Men, municipalities^{cxxvi}, or non-profit organizations, such as Caritas^{cxxvii} or 'Femmes en Détresse'.^{cxxviii}

Concerning EU funding, the AMIF (Asylum, Migration and Integration Fund)^{cxxix} and the ESF (European Social Fund)^{cxxx} constitute principal financial sources for projects targeting the integration of migrant women.^{cxxxi} The ESF may fund gender-specific projects, e.g., the project 'Dress for Success – Work Readiness' by 'Dress for Success Luxembourg', a network striving to empower women.^{cxxxii} The AMIF may finance projects targeting asylum seekers and refugees, as well as intercultural training courses. However, given the specific focus of the AMIF on third-country nationals, the fund is not always adapted to the demographic context of Luxembourg where more than 80% of foreign residents are EU citizens.^{cxxxiii}

Q13 What integration measures (systematic initiatives, projects or legislative measures) are available in the Member State that specifically address migrant women and have been identified as “good practice”? Please provide, if possible, up to three examples from the period 2016-2020 and note why the example was selected.

For methodological guidance on identifying “good practices” please refer so Section 10 (Methodological considerations) of the Common Template.

Note: A mapping of all reported integration measures will be provided in an annex. The study will include an analysis of the reported measures, including examples.

Please fill out Table 10 below describing the first good practice measure, and copy Table 10 to fill out to describe up to three further measures from the period 2016-2020.

Table 10

| Measure 1 | |
|---------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a) Overview | |
| Name | ‘Le Temps des Femmes’ (‘The Time of Women’) |
| Type | <input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure |
| Area | <input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input checked="" type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input checked="" type="checkbox"/> Other (<i>Please specify</i>): Psychosocial integration (through artistic, sportive, and aesthetic workshops) |
| Access | <input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals) |
| Target group | <input checked="" type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible:</i> The measure specifically targets female applicants and beneficiaries of international protection but remains accessible for all migrant women, including EU citizens. ^{cxxxiv} <input type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure.</i> |
| Stage of the integration process (e.g. recently arrived or no differentiation) | No differentiation. The measure benefits women migrants at various stages of their integration trajectory. Some beneficiaries arrived in Luxembourg only a few months ago, while others have lived in the country for more than ten years but still (or again) experience integration-related difficulties, e.g., because of a job loss or the difficulty to master the national administrative languages and integrate socially. The effects of the COVID-19 pandemic have additionally contributed to the reappearance of integration |

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | challenges among long-term resident migrant women, especially among more vulnerable women. ^{cxxxv} |
| Coverage | <input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local |
| Link | URL: https://www.caritas.lu/en/projet/time-pay-attention-women (If not indicated in footnotes, the information provided in this table was retrieved from this link.) |
| Source and justification | <p><i>Please indicate the source/who proposed the practice as good and explain why the measure is considered a “good practice” (see Section 10 Methodological Considerations).</i></p> <p>The measure recognizes the multitude of vulnerabilities (intersectionality) migrant women might be exposed to (traumatizing experiences, loss of social contacts, childcare and household responsibilities). It considers migrant women as a group with specific needs and offers countrywide transversal support tailored to the beneficiaries’ needs (gender sensitivity).</p> |
| b) Description | |
| i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed? | |
| <p>The opening of the house ‘Le Temps des Femmes’ followed the period 2015-2016, marked by an intensified influx of asylum seekers in Luxembourg. Throughout interviews conducted during social consultations and the feedback provided by social workers, Caritas employees repeatedly highlighted the specific integration challenges migrant women may face, such as childcare, schooling, or household obligations that may slow down their integration process.^{cxxxvi} As a consequence, Caritas considered migrant women a particularly vulnerable group in need of a specific support service. Based on this observation, the house ‘Le Temps des femmes’ was opened to provide a dedicated space for migrant women to socialize (through leisure activities and workshops), share their personal stories, receive professional advice on their personal and professional development, and orient them towards other existing support services.</p> | |
| ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability? | |
| <p>The house ‘Le Temps des Femmes’ was opened in September 2018 in Heisdorf, moved to Mersch in November 2020, and is still active today.^{cxxxvii} It is a systematic measure, established to remain in the long term. A Franciscan nun association and Caritas Luxembourg provide sustainable funding for the measure (see answer to iv)).^{cxxxviii}</p> | |
| iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented? | |
| <p>Caritas, a central actor in the field of migrant integration in Luxembourg, implemented and coordinates the measure.</p> | |
| iv) How/by whom is/was the measure funded? | |
| <p>At the beginning of the project, the measure received funds from Caritas Luxembourg and donations from, among others, a Franciscan nun association, a private business, and the municipality where the house was opened. Nowadays, the measure is exclusively funded by the Franciscan nuns and Caritas Luxembourg. Other partnerships are foreseen for 2022.^{cxxxix}</p> | |

v) What strategies have been adopted to reach migrant women?

At the beginning of the project, migrant women and volunteers spread information about the project to recruit new beneficiaries within their networks. Over time, 'Le Temps des Femmes' created partnerships with various institutions, such as the reception centres for applicants and beneficiaries of international protection, the Regional Social Inclusion Officers ('*Agents régionaux d'inclusion sociale*') of the National Social Inclusion Office, or women's shelters, who may orient migrant women towards 'Le Temps des Femmes'. Information about activities is also communicated via the project's Facebook page. Lacking the necessary budget and workforce, other communication channels are less used.^{cxl}

vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?

The house 'Le Temps des Femmes' offers workshops and activities divided into two phases. The first phase usually includes migrant women who do not speak one of the national languages at all or very little and focuses on basic language training encouraging women to connect and exchange with others and regain self-confidence. The second phase consists of activities that require a more elaborate knowledge of (one of) the national administrative languages. While there are no systematic procedures of evaluation (e.g., tests etc.), professionals of 'Le Temps des Femmes' personally monitor the advance of their beneficiaries. The majority of women migrants' transit from phase one to phase two within three to five months. However, progress is individual, and workshops remain open and adapted to the specific needs of single women. Beyond migrant women's linguistic integration, 'Le Temps des Femmes' also monitors women's increasing self-confidence and motivation. Finally, professionals of 'Le Temps des Femmes' may provide social counselling and monitor individual migrant women who do not benefit from social counselling elsewhere.^{cxli}

vii) Were there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

One of the main challenges for 'Le Temps des Femmes' remains to acquire the necessary financial means to carry out their activities. The project employs a very small team of professionals (one employee on a 30h/week contract and a second employee on a 20h/week contract). As a consequence, employees might lack time to carry out communication or evaluation activities. To overcome budgetary challenges, 'Le Temps des Femmes' works closely together with their network of donors and Caritas Luxembourg and pursues the creation of new partnerships with other institutions in the future.^{cxlii}

Moreover, the provision of a service dedicated exclusively to migrant women entails an ideological debate. While certain migrant women have specific needs that should be taken into account, measures targeting only women may contribute to isolating them from other groups. The overall objective of 'Le Temps des Femmes' remains to strengthen migrant women's integration by increasing their self-confidence and motivation and encouraging beneficiaries to engage with others. Currently, 'Le Temps des Femmes' also conducts negotiations with relevant stakeholders to extend their services to male beneficiaries in the future.^{cxliii}

| Measure 2 | |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a) Overview | |
| Name | 'Concept d'Intégration, d'Accompagnement et d'Orientation (CIAO!)' ('Integration, Support and Guidance Concept' (CIAO!)) |
| Type | <input type="checkbox"/> Systematic initiatives (multi-year / long term) <input checked="" type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure |
| Area | <input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Education and vocational training <input checked="" type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input checked="" type="checkbox"/> Civic integration <input checked="" type="checkbox"/> Other (<i>please specify</i>): Psychosocial integration. The project provides information and support to migrant women by offering workshops on a large range of topics, including language training, civic integration, information on the educational system in Luxembourg (in view of their children's integration in school) and psychosocial well-being (fostering feelings of acceptance and integration into Luxembourgish society). ^{cxliv} |
| Access | <input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals) |
| Target group | <input checked="" type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> The measure addresses migrant women, specifically female applicants and beneficiaries of international protection, but is also open to other women for whose integration it might be beneficial (including EU nationals or migrant women who have recently acquired Luxembourgish citizenship). ^{cxlv} <input type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure.</i> |
| Stage of the integration process (e.g. recently arrived or no differentiation) | No differentiation. The measure benefits migrant women at various stages of their integration trajectory in Luxembourg, ranging from applicants for international applicants who have arrived in Luxembourg recently to women who have lived in Luxembourg for many years. ^{cxlvi} As mentioned above, the measure is open to any woman who would benefit from one or several workshops offered in the project to improve their integration in Luxembourg. ^{cxlvii} |
| Coverage | <input checked="" type="checkbox"/> National <input type="checkbox"/> Regional <input type="checkbox"/> Local |
| Link | URL: https://fed.lu/wp/wp-content/uploads/2021/02/brochure-Kopplabunz-CIAO.pdf |

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | (If not indicated in footnotes, the information provided in this table was retrieved from this link.) |
| Source and justification | <p>Please indicate the source/who proposed the practice as good and explain why the measure is considered a “good practice” (see Section 10 Methodological Considerations).</p> <p>CIAO! offers transversal support across a wide range of areas while, at the same time, addressing the individual needs of migrant women, focusing specifically on female applicants and beneficiaries of international protection.</p> |
| b) Description | |
| i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed? | |
| <p>The objective of CIAO! is to enhance its beneficiaries’ autonomy, self-confidence and general well-being by offering workshops on a large range of topics (see ‘area’ above). The majority of the women are unemployed and beneficiaries of the Social Inclusion Income (<i>‘Revenu d’inclusion sociale’</i> - REVIS). In the long term, the knowledge, social skills and new competencies acquired in the context of this project shall foster their integration into the labour market by enhancing employability.^{cxlviii}</p> | |
| ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability? | |
| <p>The first version of this measure was introduced in 2018 under the name ‘CIAO – Contexte d’Inclusion et d’Accueil Organisé’ (‘CIAO – Context of Organised Inclusion and Reception’) and ran over two years, from 1 January 2018 to 31 December 2019.^{cxlix}</p> <p>The current version of the measure, under its current name CIAO! (see above), runs from 1 January 2020 to 31 December 2021.^{cl}</p> <p>As the project will no longer be financed via the European Social Fund (ESF) in the future, the NGO ‘Femmes en Détresse’ is currently waiting on an official answer from the national authorities regarding the future financing.^{cli}</p> | |
| iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented? | |
| <p>The project was implemented by the NGO ‘Femmes en Détresse’ (‘Women in Distress’) and is located in their meeting centre ‘Kopplabunz’, a reception, information and guidance centre exclusively dedicated to women, located in Luxembourg-City.^{clii}</p> | |
| iv) How/by whom is/was the measure funded? | |
| <p>The first version of the project, which ran from 2018 to 2019 as CIAO (see answer to question ii) above), was financed by an agreement between ‘Femmes en Détresse’ and, on the one hand, the Ministry of Equality between Women and Men (MEGA) and, on the other hand, the European Social Fund (ESF).^{cliii}</p> <p>The current version of the measure (CIAO!) is financed by an agreement between ‘Femmes en Détresse’ and, on the one hand, the MEGA and the National Social Inclusion Office (<i>‘Office nationale de l’inclusion sociale’</i> – ONIS) of the Ministry of Family Affairs, Integration and the Greater Region and, on the other hand, the European Social Fund (ESF).</p> | |
| v) What strategies have been adopted to reach migrant women? | |
| <p>In addition to the internal referral of clients by other services of ‘Femmes en Détresse’^{cliv}, the responsible person of the ‘Kopplabunz’ centre reached out to various stakeholders and professionals working in the social sector in order to present the project. This included, for example, the Regional Social Inclusion Officers (<i>‘Agents régionaux d’inclusion sociale’</i> - ARIS) of the ONIS, the Luxembourg Centre for Integration</p> | |

and Social Cohesion (LISKO) of the Luxembourgish Red Cross^{clv}, the Local Initiative and Management Centre (CIGL) of the municipality of Esch-sur-Alzette or reception centres for applicants for international protection. In the case of the latter, the project was also presented directly to migrant women on several occasions. Additionally, in some cases women participating in the workshops recommended the project to their friends.^{clvi}

vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?

No systematic evaluation of the project is available. However, 'Femmes en Détresse' is able to assess the outcomes for the beneficiaries of the measure via the positive feedback on the observed progress made by the women, received from the various stakeholders and professionals with whom they are in contact (see answer to question v) above), in particular from the regional social inclusion officers of the ONIS. 'Femmes en Détresse' also observes the progress of its beneficiaries, for example, an improvement of language proficiency or an increase of the women's self-confidence and general well-being. Moreover, the beneficiaries themselves provide positive feedback on the project and its offer of workshops, often directly during or after the workshops.^{clvii}

vii) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

'Femmes en Détresse' reported several obstacles and challenges concerning the implementation of the measure.^{clviii}

When the project first started in 2018, it was challenging to attract enough beneficiaries to fill the slots of the various offered workshops. For this reason, the contacts with stakeholders and professionals working in the social sector were increased in order to increase the visibility of the project.

Other reported challenges relate to the setting of the project. For example, at the very beginning of the first edition of the project in 2018, the initial flexible approach towards the length of the sessions led to some confusion and miscommunication with some of the beneficiaries, as well as some external stakeholders and professionals. More specifically, some sessions were 2h30 long, while others were 3h long. This was overcome by adjusting all sessions to 3h sessions after the first semester of workshops in 2018 in order to ensure more coherence and structure.

Moreover, one important challenge is a result of the COVID-19 pandemic and the sanitary measures in force to combat the pandemic. Before the pandemic, the beneficiaries were able to sign up for several workshops at a time over the course of a trimester. However, due to the sanitary measures, 'Kopplabunz' was no longer able to host as many beneficiaries in workshops as before the pandemic. Thus, beneficiaries were only allowed to attend one workshop per trimester, with only few exceptions if somebody would really benefit from more than one workshop at once (subject to available places). As some workshops were planned for 8 sessions and others for 30 sessions, it became necessary to adjust the workshops with regard to their length in order for all workshops to run over the course the entire trimester (two sessions per week of three hours each). Overall, this resulted in a more systematic timetable of the workshops and increased the attendance of the beneficiaries.

Lastly, an important challenge remains the fact that a number of beneficiaries cannot fully participate in the various workshops because of the lack of accessible and available childcare facilities in Luxembourg, especially for afterschool care of children who fall under the school obligation. The internal childcare facility of 'Femmes en Détresse', namely the 'Kannerhaus' ('Children's home') in Luxembourg-City, takes care of children aged from 0-4 of clients of the NGO. In most cases, beneficiaries of CIAO! are able to leave their children aged from 0-4 at the 'Kannerhaus' while attending the workshops. However, for mothers of children who are integrated in the school system, the lack of available places in the afterschool care (i.e., crèches, day-care centres, or drop-in centres ('maisons relais')) is a significant challenge. On many occasions, they have to leave the workshops early in order to be home when their children return from

school. This last challenge cannot be overcome by the organisation itself, but concerns a more general challenge in Luxembourg (see also answer to Q4 above and Q16 a) below).

| Measure 3 | |
|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| a) Overview | |
| Name | 'Intégration par le Sport' ('Integration through sports') |
| Type | <input checked="" type="checkbox"/> Systematic initiatives (multi-year / long term) <input type="checkbox"/> Projects (ad-hoc) <input type="checkbox"/> Legislative (structural) measure |
| Area | <input type="checkbox"/> Labour market <input type="checkbox"/> Entrepreneurship <input type="checkbox"/> Education and vocational training <input type="checkbox"/> Language training <input type="checkbox"/> Housing <input type="checkbox"/> Health <input type="checkbox"/> Civic integration <input checked="" type="checkbox"/> Other (<i>please specify</i>): Social integration through sports |
| Access | <input type="checkbox"/> Third-country nationals <input checked="" type="checkbox"/> Migrants in general (not only third-country nationals, but also EU nationals) |
| Target group | <input type="checkbox"/> Tailor-made measure (only migrant women). <i>Please specify the category if possible.</i> <input checked="" type="checkbox"/> Mainstream measure (migrant women are taken into account while the measure has a wider target group). <i>Please describe how migrant women are specifically targeted in the measure:</i> The project initially focused on women from West Africa but widened its target group and is now open to all interested women independent of age and nationality. |
| Stage of the integration process (e.g. recently arrived or no differentiation) | No differentiation. |
| Coverage | <input type="checkbox"/> National <input type="checkbox"/> Regional <input checked="" type="checkbox"/> Local |
| Link | <u>Municipality of Esch-sur-Alzette:</u> URL: https://administration.esch.lu/integration-par-le-sport/#:~:text=Int%C3%A9gration%20par%20le%20Sport%20- |

[%20Esch%20Administration%20Int%C3%A9gration,et%20jeunes%20filles%20issues%20de%20toutes%20les%20cultures](#)

Other links:

URL: <https://integratioun.lu/project/le-projet-integration-par-le-sport-de-la-ville-desch-sur-alzette/>

URL: <https://communes.cnfl.lu/files/97377.pdf#page=55>

The information provided in this table was retrieved from these links.

Source and justification

Please indicate the source/who proposed the practice as good and explain why the measure is considered a “good practice” (see Section 10 Methodological Considerations).

The measure was listed in a report published by the non-profit association National Women's Council in Luxembourg ('*Conseil national des femmes au Luxembourg a.s.b.l.*'). The report lists good practices related to the promotion of gender equality and was introduced with a foreword by Taina Bofferding, the Luxembourgish Minister of Equality between Women and Men.^{clix} Statistics also indicate a positive evaluation of the measure (see the answer to question vi) below).

b) Description

i) What is the objective of the measure and underlying integration opportunity/challenge to be addressed?

At the request of the municipality of Esch-sur-Alzette's Department for Equal Opportunities ('*Service Egalité des chances*') and the Department of Sports ('*Service des Sports*'), sports associations in Esch-sur-Alzette indicated that their members were primarily Luxembourgish males. Especially women with African origins were underrepresented in sports clubs. As a result of these findings, the municipality decided to set up an intercultural sports project for women, initially targeting women of African origin, including Cape Verdean women.

The objective of the project was to offer sports activities for women, taking into account the cultural diversity of the population in Esch, as well as women's specific needs and interests. Moreover, the project aimed at promoting the social integration of women, supporting cultural diversity, and combatting discrimination through sports.

ii) When was the measure introduced and what was/is its duration? Is/was it a pilot measure? Is funding provided to ensure sustainability?

The measure is a durable practice. It has been organized every year (from October to July) since 2011 and receives continuous funding from the municipality of Esch-sur-Alzette.

iii) How and by whom (agency, government institution, NGOs, private sector, etc.) is/was the measure implemented?

The measure was implemented by the municipality of Esch-sur-Alzette following the observation that women, especially of African origin, are underrepresented in local sports clubs (see answer to i) above).

The project was set up by the municipality of Esch-sur-Alzette as part of the municipality's integration plan (PCI – for more details, see the answer to Q7). OLAI supported the plan financially (up to 50% of the costs listed in the budget plan), and ASTI provided resources and know-how for the implementation of the project. The PCI had a duration of three years, and the planned measures were approved by the local council on 18 March 2011.

iv) How/by whom is/was the measure funded?

The measure is funded by the municipality of Esch-sur-Alzette.

v) What strategies have been adopted to reach migrant women?

In order to facilitate communication and reach out, the municipality hired an intercultural sports coordinator speaking Portuguese and French. She sought direct contact with schools and high schools in Esch-sur-Alzette during various public and popular festivals (through stands, leaflets, etc.). Female residents of Esch-sur-Alzette in the target group received a letter with details about the project. The municipality also communicated information on the project via the municipality's annual brochure, website, and Facebook page. Women's interests were considered when creating the offer of sportive activities.

vi) Are evaluations of the measure available? If yes, did the measure meet the anticipated objectives in relation to migrant women? What are the main outcomes?

The number of participants grew every year, reaching 120 women and girls in the 2018-2019 season. Beneficiaries of the project were diverse: one-third of the registered women were Luxembourgish, and two-thirds were foreigners, of which approximately 50% had Portuguese nationality. In the 2020-2021 season, at least 10% of the beneficiaries were third-country nationals.^{clx} Approximately half of all the beneficiaries were aged between 30 and 50 years.^{clxi}

vii) Where there any obstacles during implementation and if yes, how were they overcome (i.e. what are the lessons learnt)?

One of the challenges was to reach out to women potentially interested in the project. The municipality decided to hire an intercultural sports coordinator who speaks Portuguese and French to directly contact the target group (see answer to v) above).

It proved useful to explore the women's interests in different sports activities and to adapt to the women's requests regarding the times and days of the activities. It was useful to provide childcare during some courses. As with many activities, one can expect attendance to decline over the course of the year.

Section 4: Responses to COVID-19

Q14 Were integration policies or measures developed to counteract the negative consequences of COVID-19 specifically for migrant women's integration?

a) Integration (or sector specific) policies

The Luxembourgish government did not develop policies to counteract the negative consequences of the COVID-19 pandemic on the integration of migrant women specifically. However, general COVID-19-related policies also addressed migrant women.^{clxii}

b) Integration measures

In 2020, the budget of the Department of Integration increased by 20,6%^{clxiii} but was hampered due to the COVID-19 crisis.^{clxiv} Municipalities' requests for subsidies were lower than normal in 2020, mainly due to the impact of the COVID-19 pandemic on the municipalities' activities.^{clxv} Moreover, the start of some of the projects funded through the NAP Integration was delayed due to the pandemic. Some projects started in March 2020, while others were delayed until September 2020.^{clxvi}

There were no COVID-19-related measures aiming at the integration of migrant women specifically.^{clxvii} However, general COVID-19-related measures also addressed migrant women.

For instance, the Luxembourgish government developed a communication strategy to raise awareness and provide information to the entire population, including foreigners, vulnerable groups, and cross-border workers.^{clxviii} A media campaign entitled "We are all part of the solution" was launched in multiple languages and runs on TV commercials, the radio, and other media outlets such as YouTube and social

networks.^{clxix} A website dedicated to COVID-19 was created,^{clxx} which is available in four languages and provides reliable information on health measures and other relevant aspects related to the pandemic.^{clxxi} Moreover, a toolbox containing informational material is available in French, Luxembourgish, German, English and Portuguese,^{clxxii} as well as in other languages such as Romanian, Bulgarian and Polish.^{clxxiii} The toolbox supported NGOs and associations working in the field, e.g., ASTI, Caritas, and CLAE, to disseminate information to their beneficiaries.

In cooperation with NGOs, the Luxembourgish government also ran a campaign to raise awareness, spread information, prevent, and combat domestic violence^{clxxiv} while promoting equality between women and men. A hotline was set up to provide anonymous support and guidance to victims.^{clxxv}

Moreover, COVID-19 measures more specifically related to integration, anti-discrimination, inclusion, and diversity addressed third-country national migrant women.^{clxxvi}

For example, in the field of education, the Luxembourgish government provided information concerning schooling during the pandemic on a dedicated website^{clxxvii} and created helplines to offer pedagogical aid and advice to vulnerable households. Moreover, the Government created resources and methods for distance learning to ensure the advance of the linguistic integration of applicants for international protection, beneficiaries of international protection and other newcomers.^{clxxviii}

Finally, the Government digitalized the procedures concerning the Welcome and Integration Contract (CAI). Instead of attending information sessions in person, people interested in the CAI could attend them online. Beneficiaries can now also register online for the CAI and do not have to sign up in person anymore.^{clxxix} Moreover, individual meetings for the CAI have been taking place online since September 2020, the first online civic courses were provided in December 2020, and an online form was made available to process requests, set up appointments, and issue vouchers for language courses at a reduced rate.^{clxxx} Finally, the last two editions of the Orientation Day, organised 2-3 times per year, took place online and gathered more than 500 signatories of the CAI in October 2020^{clxxxi}, more than 400 in May 2021^{clxxxii}, and more than 500 in November 2021.^{clxxxiii}

Section 5: Plans and future outlook

Q15 Please provide information on planned policy developments as well as plans to introduce new measures, also in light of the impact of COVID-19:

a) Does your Member State plan to develop new or revise existing national integration policies that address challenges faced by migrant women?

Independent from the impact of the COVID-19 pandemic, the Luxembourgish Government started a reform process to adapt the Integration Law to the current and future challenges the Luxembourgish society faces^{clxxxiv}, as foreseen in the Government's Coalition Agreement 2018-2023.^{clxxxv} Starting in October 2020, the Ministry of Family Affairs, Integration and the Greater Region launched a large consultation phase inviting 125 associations active in the field of integration, municipalities, social partners and cross-border organisations to provide their opinion on integration policies in Luxembourg.^{clxxxvi} Four focus groups with contributing actors were conducted, and municipalities were invited to collect feedback from their CCCIs. The opinions were published on the website of the Ministry for Family Affairs, Integration and the Greater Region.^{clxxxvii} To acquire an external perspective on the topic, the Department of Integration commissioned the OECD to conduct a study on the functioning and efficiency of the Luxembourgish integration system. The study was published in October 2021^{clxxxviii} and presented to the national public on 25 November 2021.^{clxxxix}

Based on the results and stakeholders' contributions throughout the consultation process, the Ministry of Family Affairs, Integration and the Greater Region is currently working on a draft bill to revise the Integration Law. Once the bill is drafted, it will be circulated among national stakeholders for further revision before being submitted to the Council of Government and subsequently to Parliament in 2022.^{cxc}

While the Department of Integration recognizes the necessity to support specific target groups according to their needs, the overall mainstream approach towards integration policy will remain.^{cxci} However, based on stakeholders' opinions and contributions throughout the consultation phase, the Government observed the need for new terminology. The term 'integration' suffers from a negative connotation because it usually refers to a situation in which one group has to integrate another group. The consultation of stakeholders resulted in the idea that the term 'living together' (in French: '*vivre ensemble*') is more adapted to the Luxembourgish context. The overall objective of integration policy in Luxembourg remains to encourage social diversity, thereby promoting linguistic and intercultural competencies in the entire population, including both foreigners and nationals.^{cxcii}

As part of the reform of the Integration Law, the Department of Integration also envisions revising the National Action Plan on Integration (NAP Integration). The current action plan is divided into reception on the one hand and integration on the other. While reception mostly focuses on asylum seekers and refugees, the new action plan should reflect that reception concerns other newly arrived migrants as well. The new action plan is likely to insist on two aspects in particular:

- a) The provision, dissemination and communication of information
- b) The incentive to participate in the existing integration programmes.

While foreigners should receive accessible information on the available integration programmes, the Department of Integration also aims to create ways for all foreigners, including more vulnerable groups, to participate and engage in the existing integration programmes.^{cxci} The OECD indeed highlighted the participation in existing integration programmes as a challenge in Luxembourg.^{cxci}

In the future, another focus of the Department of Integration will be the evaluation of integration policies and measures. The publication of the OECD report was a first step in terms of policy evaluations. The Department of Integration also requested the OECD to evaluate the availability and accessibility of integration-related data, a summary of which is presented in the report.^{cxci} The report highlights that the statistical evaluation of integration policies remains a challenge for Luxembourg, also due to issues of data protection that are particularly relevant in a small country like Luxembourg.^{cxci} The Department of Integration aims at improving the statistical evaluation of integration policies and measures in the future.^{cxci} One idea is to conduct studies using data from ADEM and IGSS to comprehend the integration trajectory, challenges, and opportunities of specific target groups and, consequently, design policies and measures to support their particular integration needs.^{cxci}

b) Does your Member State plan to develop any new integration measures that address challenges faced by migrant women?

The Luxembourgish government is not planning to develop new integration measures specifically targeting the challenges of migrant women. However, the measures to be implemented in the future will also address third-country national migrant women.^{cxci} Below, we list several relevant future measures.

The Department of Integration contracted the LISER to conduct a study on the services provided by the different stakeholders involved in the Accompanied Integration Path (PIA)^{cc}. The study may also contribute to a better analysis of the needs of specific groups, including migrant women (but not only), and potentially reveal necessary measures to target them. The study results will also lay the basis for a large AMIF-funded project in 2022 with the objective of harmonizing the provision of integration services, measures, and methodologies.^{cci}

The call for projects funded by the NAP Integration in 2022 focuses on encouraging political and civic participation (see also answer to Q12 above).^{ccii} The Department of Integration also aims at increasing participation in the existing integration programmes and measures by simplifying and digitalizing the available information and improving communication activities. For instance, the Department of Integration plans to publish one video per project funded by the NAP Integration and to encourage further communication activities on the municipal level.^{cciii}

For future NAP Integration project calls, cooperation between different actors will be another criterion to determine which projects receive funding. While the focus has been on providing financial support, the Department of Integration strives to offer closer supervision and accompaniment to stakeholders

implementing projects on the ground. Since close assistance cannot be provided to each project and stakeholder, cooperation with other ministries and governmental agencies will play an important role.^{cciv}

Finally, municipalities will continue to play an important role in the implementation of integration policies and measures. Given the small size of many Luxembourgish municipalities, the regionalization of competencies and resources will constitute an important aspect in the future. Most signatories of the CAI live in Luxembourg City.^{ccv} Regionalization will have the effect of bringing integration programmes closer to people.^{ccvi} In the long term, the Government strives to expand its offer of integration programmes to include courses on a range of topics, which, along with the CAI, will be offered in three regional 'Lifelong learning' centres ('*Université populaire*').^{ccvii}

Section 6: Conclusions

Q16 Please synthesise the findings of your national report by drawing conclusions from your responses to Q1–Q15:

a) What are the main integration opportunities and challenges for migrant women identified in your country (Section 1)?

High educational levels: An opportunity

While third-country national women have lower educational levels than third-country national men, they have significantly more often graduated from tertiary education than Luxembourgish women (see answer to Q3). However, this finding hints at the socio-demographically diverse population of third-country nationals in Luxembourg and should be interpreted with caution. In fact, third-country nationals in Luxembourg occupy both prestigious high-skilled jobs and less privileged low-skilled employment (see answer to Q4). Eurostat statistics seem to confirm this diversity of educational attainment (see answer to Q3). While third-country national women often graduated from tertiary education, they more often had less than primary, primary or lower secondary education than Luxembourgish women from 2016 to 2018.

Mastering national languages, accessing childcare facilities, and integrating the labour market: Three major challenges

The integration of third-country national women in the Luxembourgish labour market seems to be an important challenge. Eurostat statistics confirm that third-country national women are subject to significantly higher unemployment rates and lower activity rates than third-country national men and Luxembourgish women (see answer to Q3). While third-country national men often receive a first residence to pursue remunerated activities, third-country national women are mostly issued a first residence title based on family reasons (see answer to Q1). Beyond the barriers other migrant groups face when trying to integrate the Luxembourgish labour market, such as mastering the national administrative languages or having diplomas recognized, third-country national women may also have difficulties to access affordable childcare facilities, suffer from the prepondering authority of their male partners, or lack self-confidence (see answer to Q4). The Department of Integration confirmed that labour market integration, access to childcare facilities and learning and practice of an administrative language of the country are three major challenges for third-country national women regularly highlighted by national stakeholders.^{ccviii}

Lacking data and targeted services

According to the OECD, the collection and availability of integration-related data in Luxembourg constitute a hurdle for effective policymaking. The data protection guidelines and the demographic diversity in a small country like Luxembourg may additionally hinder the collection of data on specific target groups.^{ccix} The lack of centrally available integration-related data may impede the evaluation of existing integration policies and measures, as well as the creation of measures tailored to the needs of

specific migrant groups. Certain national stakeholders highlighted the necessity of implementing measures targeting specific groups (see answer to Q6).

Political participation

Although varying according to their country of origin, third-country national women are generally less often registered on the electoral lists than female EU citizens. Thus, third-national women probably vote less in municipal elections than female EU citizens (see answer to Q4).

Discrimination

The discrimination of people of African descent, especially women, has been an issue that generated widely mediatised debates in Luxembourg in recent years, particularly after the publication of the results of the 'Second European Union Minorities and Discrimination Survey – Being Black in the EU' conducted by the European Union Agency for Fundamental Rights (FRA) in 2018. Currently, a large mixed-method study on the topic of discrimination and racism is being finalized by CEFIS and LISER (see answer to Q6).

b) What are the key characteristics of the national integration policies (Section 2) and measures (Section 3) presented in terms of categories, focus area, stage of the integration process, etc.?

National integration policies in Luxembourg are characterized by their mainstream approach, meaning that they aim at all non-Luxembourgish nationals (EU citizens and third-country nationals alike), independent of the person's gender (gender mainstreaming). More specifically, article 2 of the Integration Law defines integration as a two-way process whereby a foreigner expresses his or her willingness to participate on a long-term basis in the life of the host society, which, in turn, takes all the necessary measures at the social, economic, political and cultural levels to encourage and facilitate this process. From an institutional point of view, the Integration Law stipulates that integration is a task that the state, the municipalities and civil society accomplish together. In sum, integration is viewed as a transversal task that includes various levels of governance and society, including the host society, which does not differentiate between EU citizens and third-country nationals, nor between men and women.

Despite Luxembourg's mainstream approach towards integration, specific measures to support the integration of third-country national migrant women may be funded through national or EU funds. On the national level, such measures may receive funding within the framework of the NAP, through subsidies provided by the Ministry for Family Affairs, Integration and the Greater Region, or from the Ministry of Equality between Women and Men, municipalities, or non-profit organizations. On the EU level, the AMIF (Asylum, Migration and Integration Fund) funds projects targeting third-country nationals, and the ESF (European Social Fund) may finance gender-specific measures (see answer to Q12). Among recent projects targeting third-country national women and the selected good practices, many seem to address female applicants and beneficiaries of international protection and focus particularly on psycho-social well-being and labour market integration (see answer to Q13).

c) How do special integration policies or measures developed to counteract the negative consequences of COVID-19 (Section 4) differ from those previously in place (Sections 2 and 3)?

The Luxembourgish government did not develop specific integration policies or measures to counteract the negative consequences of the COVID-19 pandemic on the integration of migrant women. Consequently, no differentiation from policies currently in place can be reported in this context.

However, general COVID-19-related policies and measures in the area of integration, anti-discrimination, inclusion, and diversity also addressed migrant women. These included, for example, the provision of information concerning schooling during the pandemic (with a particular focus on vulnerable households) and the provision of resources and methods for distance learning regarding the linguistic integration of applicants and beneficiaries of international protection, as well as other newly arrived migrants. Moreover, the procedures regarding the Welcome and Integration Contract (CAI) were digitalized, which

included, among others, the online attendance of information sessions and the signature of the contract online, the online attendance of individual meetings and civic courses, and an online form to process requests, set up appointments, and issue vouchers for language courses at a reduced rate. Finally, the last three editions of the orientation day foreseen by the CAI took place online in 2020 and 2021 and gathered more than 1400 signatories.

d) How do planned new integration policies and measures (Section 5) link to the main opportunities and challenges identified (Section 1 / Q16a) and/or responses to COVID-19 (Section 4)?

The Luxembourgish Government is currently revising the Integration Law, which has been in force since 2009. While the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, as the responsible authority of the reform, recognizes the necessity to support specific target groups according to their needs, the overall mainstream approach towards integration policy will remain. The Department of Integration will continue to support specific target groups by financing projects through the various existing funding schemes, such as the National Action Plan on Integration (NAP Integration), the financial subsidies for municipalities or associations and federations, as well as European funding opportunities (e.g., AMIF and ESF).

The reform of the Integration Law will entail a revision of the NAP Integration to incorporate both reception and integration needs of all foreigners, focus more on the cooperation between stakeholders involved in integration, and incentivize migrants' participation in the existing integration programmes. Moreover, the current terminology will be reviewed because many stakeholders deem the term 'living together' (in French: '*vivre ensemble*') more adapted to the Luxembourgish demographic and legal context than 'integration'. Additionally, the Department of Integration is committed to improving the integration-related data collection and statistical evaluation of existing policies and measures. Based on a study on the activities of stakeholders involved in the Accompanied Integration Path (PIA), which will be conducted by LISER, the Department of Integration plans a large AMIF-funded project in 2022 to harmonise the provision of integration services, measures, and methodologies targeting applicants and beneficiaries of international protection. In the long term, the Department of Integration also aims at extending and regionalizing the provision of integration services (see answers to Q15 a) and b)).

As reported in the answer to the previous question, no specific integration policies and measures were developed to counteract the negative consequences of the COVID-19 pandemic on the integration of migrant women.

Annex: Eurostat statistics

The Statistical Annex consists of the following:

- Annex 1.1:** Eurostat data on first residence titles issued to third-country nationals disaggregated by sex and reason [[migr_resfas](#)] and first permits issued for other reasons by reason, length of validity and citizenship, [[migr_resoth](#)].
- Annex 1.2:** Eurostat data on population disaggregated by sex and age group [[migr_pop1ctz](#)].
- Annex 1.3:** Eurostat data on labour market, entrepreneurship, education, housing and health indicators disaggregated by country of citizenship and sex [[lfsa_urgan](#)], [[lfsq_argan](#)], [[lfsa_esgan](#)]. [[edat_lfs_9911](#)], [[ilc_lvho15](#)], [[hlth_silc_30](#)]

Endnotes

ⁱ Includes international protection status, refugee status and subsidiary protection, humanitarian reasons, residence only, other reasons not specified, unaccompanied minors, victims of trafficking of human beings.

ⁱⁱ Hereafter referred to as 'Integration Law'.

ⁱⁱⁱ See endnote i above.

^{iv} More than half of all first residence titles issued to women each year were based on family reasons.

^v Men received approximately the same number of first residence titles based on family reasons as on remunerated activities.

^{vi} The data presented under this subheading was provided by the General Inspectorate of Social Security ('*Inspection générale de la sécurité sociale*' – IGSS) of the Ministry of Social Security on 17 November 2021. The data only concerns employees in the private sector, excluding interim workers.

^{vii} The highly qualified sectors of employment include: 'Information and communication', 'Finance and insurance activities', 'Real estate activities', 'Specialised, scientific, and technical activities', 'Public administration', 'Education', 'Human health and social work activities', 'Arts, spectacles and recreative activities', and 'Extra-territorial activities'.

^{viii} The less qualified sectors of employment include: 'Manufacturing industry', 'Production and supply of electricity, gas, steam and air conditioning', 'Construction', 'Retail, repair of motor vehicles and motorbikes', 'Transport and storage', 'Accommodation and food services', and 'Administrative and support services'.

For calculating the overall proportions of third-country national women employed in highly and less qualified sectors, the following sectors of employment were excluded as they might include both high-skilled and low-skilled workers: 'Other service activities' (employs 190 third-country national women), 'Household activities as employers, undifferentiated household activities as producers of goods and services for own use' (640), 'Not determined' (250).

The classification of activities in Luxembourg follows INSEE's nomenclature in France, available for download here URL: <https://www.insee.fr/fr/information/2120875>

^{ix} The data provided under this subheading was provided by the National Institute for Statistics and Economic Studies of the Grand Duchy of Luxembourg ('*Institut national de la statistique et des études économiques du Grand-Duché de Luxembourg*' - STATEC)

^x „The equivalised disposable income is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale“. Source URL: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Glossary:Equivalised_disposable_income

^{xi} The data under this subheading was provided by the Centre for Intercultural and Social Studies and Training ('*Centre d'étude et de formation interculturelles et sociales*' - CEFIS) on 13 October 2021.

^{xii} The Government of the Grand Duchy of Luxembourg, "Official elections website of the Grand Duchy of Luxembourg", Luxembourg, n.d. URL: <https://elections.public.lu/en/systeme-electoral/communales-mode-emploi/conditions.html>

The electoral law is currently undergoing a process of reform. On 2 September 2021, a bill was introduced to abolish the five year residence clause, along with other changes to facilitate the registration of foreigners on electoral lists for municipal elections. See Bill n°7877 amending 1) the amended electoral law of 18 February 2003 and 2) the amended law of 27 July 1991 on electronic media. URL: <https://chd.lu/wps/portal/public/Accueil/TravailALaChambre/Recherche/RoleDesAffaires?action=doDocpaDetails&id=7877>

^{xiii} This ranking only considers eligible female populations of more than 100 individuals in absolute terms. In total, 137 Indian women were eligible to vote in Luxembourg and 38 of them were registered on the electoral lists. With 1.147 eligible women, the Montenegrin female population is considerably bigger. Iraqi women recorded the lowest registration rate with 1,8%. However, there were only 55 Iraqi women eligible to vote in total.

^{xiv} Each of the listed EU nationalities have a female population exceeding 1.000 individuals residing in Luxembourg. Austrian women ranked first with 37,1% but the eligible Austrian female population in Luxembourg consisted of only 294 individuals.

^{xv} Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region, « Rapport de synthèse de la consultation des Offices sociaux sur l'intégration des résidents dans la société

luxembourgeoise. », Luxembourg, June 2021, p. 6. URL: https://mfamigr.gouvernement.lu/content/dam/gouv_mfamigr/le-minist%C3%A8re/attributions/int%C3%A9gration/r%C3%A9vision-de-la-loi-sur-l'int%C3%A9gration/Rapport-de-synthese-Version-finale-Consultation-OS-elargie-18062021-.pdf

- ^{xvi} An NGO striving to support migrant women’s labour market integration. See URL: <https://luxembourg.dressforsuccess.org/>
- ^{xvii} Dress for Success Luxembourg, « Consultation du MIFA sur l’intégration au Luxembourg - Révision de la loi de 2008 relative à l’intégration des étrangers », p. 2. URL: <https://mfamigr.gouvernement.lu/dam-assets/demarches/integration/revison-loi/Dress-for-Success-contribution.pdf>
- ^{xviii} *Ibid*, p. 3.
- ^{xix} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 8 December 2021.
- ^{xx} Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021, p. 53 and 55. URL: https://mfamigr.gouvernement.lu/content/dam/gouv_mfamigr/le-minist%C3%A8re/attributions/int%C3%A9gration/r%C3%A9vision-de-la-loi-sur-l'int%C3%A9gration/OCDE-Etude.pdf
- ^{xxi} The data presented under this subheading was provided by CEFIS on 20 October 2021. Original source: Ministry of Justice and National Institute for Statistics and Economic Studies of the Grand Duchy of Luxembourg (STATEC).
- ^{xxii} Moreover, 2.939 females residing abroad acquired Luxembourgish citizenship in 2019.
- ^{xxiii} Two women were stateless before acquiring Luxembourgish citizenship.
- ^{xxiv} The statistics indicate ‘<3’ if the number of persons in a certain age group is below three. Since there are less than three Brazilian girls aged 0-17 who acquired Luxembourgish nationality in 2019, the total number indicated in the text may be short of 1 or 2 individuals.
- ^{xxv} The acquisition of citizenship by persons living abroad concerns in the majority of cases persons that acquired Luxembourgish citizenship via the reclamation procedure for direct maternal or paternal descendants of an ancestor who held the Luxembourgish nationality on 1 January 1900. For more information, see URL: <https://guichet.public.lu/en/citoyens/citoyennete/nationalite-luxembourgeoise/acquisition-recouvrement/recouvrement.html>
- See also: EMN, National Contact Point Luxembourg, “Pathways to citizenship for third-country nationals in Luxembourg”, Luxembourg, 2019. URL: https://emnluxembourg.uni.lu/wp-content/uploads/sites/225/2019/12/Pathways-to-citizenship-for-third-country-nationals-in-Luxembourg_2019.pdf.
- ^{xxvi} Moreover, 2.423 females residing abroad acquired Luxembourgish citizenship in 2020.
- ^{xxvii} One woman was stateless before acquiring Luxembourgish citizenship.
- ^{xxviii} The number might be short of 1 or 2 individuals. See endnote xxiv above.
- ^{xxix} *Idem*.
- ^{xxx} Directorate of Immigration, Ministry of Foreign and European Affairs, « Bilan de l’année 2020 en matière d’asile, d’immigration et d’accueil », Luxembourg 2021, p. 33. URL: https://maee.gouvernement.lu/content/dam/gouv_maee/directions/d8/publications/statistiques-en-mati%C3%A8re-d-asyle/20210301-Bilan-2020-Asile,-immigration-et-accueil.pdf
- ^{xxxi} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 8 December 2021.
- ^{xxxii} The stakeholders’ contributions were published online. See URL: https://gouvernement.lu/fr/dossiers/gouv_mfamigr%2Bfr%2Bdossiers%2Bfaq%2Bavis.html
- ^{xxxiii} Association for the Support of Immigrant Workers (‘*Association de Soutien aux Travailleurs Immigrés*’ - ASTI), « Consultation dans le cadre de la révision de la loi sur l’intégration », December 2020, p. 6 and p. 14. URL : <https://mfamigr.gouvernement.lu/dam-assets/dossiers/revison-loi/ASTI-reponse-asti-consultation-mifa-integration-version-envoi.pdf>
- ^{xxxiv} Centre d’étude et de formation interculturelles et sociales (CEFIS), « Contribution du CEFIS asbl à la demande de consultation du Ministre de la Famille et de l’Intégration dans le cadre de la révision de la loi sur l’intégration », November 2020, p. 7. URL: <https://mfamigr.gouvernement.lu/dam-assets/demarches/integration/revison-loi/CEFIS-Contribution-ConsultationIntegration-1-.pdf>

- ^{xxxv} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.
- ^{xxxvi} European Union Agency for Fundamental Rights (FRA), “Being Black in the EU Second European Union Minorities and Discrimination Survey - Summary”, p. 3. URL: https://fra.europa.eu/sites/default/files/fra_uploads/fra-2019-being-black-in-the-eu-summary_en.pdf
- ^{xxxvii} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2019”, Luxembourg, 2020, p. 65. URL: https://emnluxembourg.uni.lu/wp-content/uploads/sites/225/2020/07/Annual-Report-on-Migration-and-Asylum-2019_EN.pdf
- On the 2019 conference see also URL: <https://www.asti.lu/wp-content/uploads/2019/10/Being-Black-in-Luxembourg-flyer-ok.pdf>
- See also: Association de Soutien aux Travailleurs Immigrés (ASTI), « Où sont les instruments de lutte contre les phénomènes racistes et xénophobes ? », Press Release, 21 March 2019. URL: <https://www.asti.lu/ou-sont-les-instruments-de-lutte-contre-les-phenomenes-racistes-et-xenophobes/>
- See also: Land, « Une voix pour les afro-descendantes », 14 February 2020. URL: <https://www.land.lu/page/Article/406/336406/FRE/index.html>
- ^{xxxviii} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 62. URL: https://emnluxembourg.uni.lu/wp-content/uploads/sites/225/2021/06/Annual-Report-on-Migration-and-Asylum-2020_EN-3.pdf
- ^{xxxix} An anti-racist, afro-feminist and decolonial association. See URL: <https://www.finkape.lu/>
- ^{xl} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 64.
- See also: Land, « Racisme et sexisme poursuivis », 4 December 2020. URL: <https://www.land.lu/page/Article/534/337534/DEU/index.html>
- ^{xli} Tageblatt, « Son agresseur condamné à 1.500 euros d’amende / Une victoire en demi-teinte pour Antónia Ganeto », 27 January 2021. URL: <https://www.tageblatt.lu/headlines/une-victoire-en-demi-teinte-pour-antonia-ganeto/>
- ^{xlii} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 62-64.
- ^{xliii} *Ibid*, p. 62.
- ^{xliv} *Idem*.
- ^{xlv} *Ibid*, p. 63.
- CEFIS gathered qualitative data and LISER gathered quantitative data. The data collected will be matched with the data available on the National Register and Identification of Natural Persons (RNPP), and the General Inspectorate of Social Security (IGSS) to guarantee representativity of Luxembourg’s population.
- ^{xlvi} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 8 December 2021.
- ^{xlvii} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 62.
- ^{xlviii} *Ibid*, p. 62-63.
- ^{xlix} Information provided by CEFIS on 21 November 2021.
- See also: <https://www.letzriseup.com/>
- See also: <https://www.finkape.lu/>
- ⁱ Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg, published in Memorial A 209 of 24 December 2008, as amended. URL: <https://legilux.public.lu/eli/etat/leg/loi/2008/12/16/n5/jo>
- Before the legislative change introduced by the Law of 4 December 2019 establishing the National Reception Office (ONA), the Integration Law was known as the Law of 16 December 2008 on the reception and integration of foreigners in the Grand-Duchy of Luxembourg. For more information on this legislative change, please refer to the point ‘Competent authorities – national level’ in Q7.
- See also: European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2019”, Luxembourg, 2020, p. 49.
- ⁱⁱ Article 2 (1) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- ⁱⁱⁱ Article 2 (3) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.

- liii Article 6 (1) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- liv Chapter 2 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lv Chapter 3 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lvi Article 7 (1) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lvii Article 7 (2) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lviii Chapter 4 section 1 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lix Chapter 4 section 2 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lx The Government of the Grand Duchy of Luxembourg, “Accord de coalition 2018-2023”, Luxembourg, 2018, p. 53.
URL: <https://gouvernement.lu/dam-assets/fr/publications/accord-coalition/2018-2023/Accord-de-coalition-2018-2023.pdf>
- lxi European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 49.
- lxii *Ibid*, p. 49-50.
- See also: Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg 2021, p. 257-58. URL: <https://gouvernement.lu/dam-assets/fr/publications/rapport-activite/minist-famille-integration-grande-region/2020-rapport-activite-mfamigr/2020-rapport-activite-mfamigr.pdf>
- For more information on the consultation process, see also URL:
<https://mfamigr.gouvernement.lu/fr/dossiers/faq/avis.html>
- lxiii European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 50.
- lxiv Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021.
- lxv Article 2 (2) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lxvi Article 3 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lxvii Article 6 (1) of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- lxviii Article 3 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- For more information on the EU bodies that the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region collaborates with in this context, see URL:
<https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/Dossiers/politique.html>
- lxix European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 49.
- lxx Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg, 2021, p. 248.
- lxxi *Ibid*, p. 248-249.
- The inter-ministerial committee on integration is composed of the following ministries and administrations:
Ministry of Family Affairs, Integration and the Greater Region; National Employment Agency (ADEM); Ministry of Economy; Ministry of National Education, Children and the Youth; Ministry of Equality between Women and Men; Ministry of Higher Education and Research; Ministry of Home Affairs; Ministry of Culture; Ministry of the Civil Service; Ministry of Justice; Ministry of Health; Ministry of Foreign and European Affairs (Directorate of Immigration and National Reception Office); Ministry of Housing; and Ministry of Labour, Employment and the Social and Solidarity Economy.
- On the inter-ministerial committee see also URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/comite.html>.
- See also: European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 50.
- lxxiii Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg, 2021, p. 248.
- lxxiv Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021, p. 20.
- lxxv *Idem*.

- ^{lxxvi} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2017”, Luxembourg, 2018, p. 62. UR: https://www.emnluxembourg.lu/wp-content/uploads/2018/10/Annual-Report-on-Migration-and-Asylum_EN_final.pdf
- ^{lxxvii} The appointment of representatives of foreigners to the CNE is regulated by the amended Grand Ducal Regulation of 15 November 2011 laying down detailed rules for the appointment of representatives of foreigners to the National Council for Foreigners. Published in Memorial A 236 of 22 November 2011. URL: <https://legilux.public.lu/eli/etat/leg/rgd/2011/11/15/n1/jo>
- For more information on the National Council for Foreigners, see URL: <https://www.cne-luxembourg.lu/>
- ^{lxxviii} Article 19 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg. For more detailed information on the representatives of foreigners to the CNE see also: The amended Grand Ducal Regulation of 15 November 2011 laying down detailed rules for the appointment of representatives of foreigners to the National Council for Foreigners.
- ^{lxxix} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2019”, Luxembourg, 2020, p. 52.
- ^{lxxx} The organisation and functioning of the CCIs are regulated by the amended Grand Ducal Regulation 15 November 2011 on the organisation and functioning of the municipal consultative commissions on integration. Grand Ducal Regulation of 15 November 2011 on the organization and functioning of the consultative communal commissions on integration. Published in Memorial A 237 on 22 November 2011. URL: <https://legilux.public.lu/eli/etat/leg/rgd/2011/11/15/n2/jo>
- ^{lxxxix} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 6 December 2021.
- ^{lxxxii} Article 23 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.
- ^{lxxxiii} For more information, see URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-communal/plan-communal.html>
- ^{lxxxiv} Syndicat des Villes et Communes Luxembourgeoises (SYVICOL), “Plan communal intégration: guide pratique”, Luxembourg, 2018, p. 21. URL: <https://mfamigr.gouvernement.lu/dam-assets/le-minist%C3%A8re/attributions/int%C3%A9gration/pci/PCI-guide-pratique-FR.pdf>.
- ^{lxxxv} These evaluations of local integration in the municipalities are financially subsidised by the Ministry of Family Affairs, Integration and the Greater Region.
- Source: Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg, 2021, p. 251.
- For more information, see also URL: <http://www.cefis.lu/page6/page31/page31.html>
- ^{lxxxvi} Syndicat des Villes et Communes Luxembourgeoises (SYVICOL), “Plan communal intégration: guide pratique”, Luxembourg, 2018, p. 14.
- ^{lxxxvii} *Idem.*
- ^{lxxxviii} Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg, 2021, p. 254.
- ^{lxxxix} *Idem.*
- ^{xc} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-communal/plan-communal.html>
- ^{xci} Ministry of Family Affairs, Integration and the Greater Region, « Rapport d’activité 2020 », Luxembourg, 2021, p. 254.
- ^{xcii} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.
- ^{xciii} *Idem.*
- See also URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-communal/plan-communal.html>
- [See also: The Government of the Grand Duchy of Luxembourg, « Lancement du nouveau "Plan communal intégration": signature du "Pakt vum Zesummeliewen" dans les communes de Wiltz, Mertzig et le "Réidener Kanton" », Press Release, 23 April 2014. URL: https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2021/04-avril/23-plan-integration-cahen.html](#)
- ^{xciv} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-communal/gresil.html>

^{xcv} *Idem*.

See also URL: <https://integratioun.lu/gresil/>

^{xcvi} Chapter 3 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.

^{xcvii} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-communal.html>

^{xcviii} Ministry of Family Affairs, Integration and the Greater Region, « Rapport d'activité 2020 », Luxembourg, 2021, p. 251.

See also URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-associatif.html>

^{xcix} For more information on the activities that were financially supported in 2021, see URL:

<https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-associatif.html>

^c Ministry of Family Affairs, Integration and the Greater Region, « Rapport d'activité 2020 », Luxembourg, 2021, p. 252.

^{ci} Chapter 3 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.

See also URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/niveau-associatif.html>

^{cii} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/entreprise.html>

^{ciii} For more information on the Diversity Charter Lëtzebuerg, see URL: <https://chartediversite.lu/en>

^{civ} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

^{cv} Ministry of Equality between Women and Men, « Plan d'action national pour une égalité entre les femmes et les hommes », Luxembourg, 2020, p. 9. URL:

<https://mega.public.lu/content/dam/mega/fr/publications/publications-ministere/2020/MEGA-plan-action-nation-egalite-WEB.pdf>

^{cvi} *Ibid*, p. 6.

^{cvii} Syndicat des Villes et Communes Luxembourgeoises (SYVICOL), « Charte européenne pour l'égalité des femmes et des hommes dans la vie locale - guide d'accompagnement pour les communes luxembourgeoises », URL:

<https://mega.public.lu/content/dam/mega/fr/communes/charte-europeenne/SYVICOL-Guide-sur-la-Charte-europeenne.pdf>

^{cviii} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

^{cix} Article 6 of the Law of 16 December 2008 on the integration of foreigners in the Grand Duchy of Luxembourg.

^{cx} Ministry of Family Affairs, Integration and the Greater Region, « Plan d'action national d'intégration 2018 ». URL:

<https://mfamigr.gouvernement.lu/fr/publications/plan-strategie/integration.html>

^{cxii} For more information, see URL: <https://forum-cai.lu/?lang=en>

^{cxiii} The orientation day allows signatories to get to know the most important administrative procedures and find answers to questions on their daily life.

For more information, see URL: <https://forum-cai.lu/wp-content/uploads/2018/11/CAI-orientation-day-EN.pdf>

^{cxiiii} The fulfilment of the obligations arising from the CAI are one of the 10 options foreseen by the amended Law of 8 March 2017 on Luxembourgish nationality (Article 29). For more information, see: European Migration Network, National Contact Point Luxembourg, "Pathways to citizenship for third-country nationals in Luxembourg", Luxembourg, 2019, p. 10. URL: https://emnluxembourg.uni.lu/wp-content/uploads/sites/225/2019/12/Pathways-to-citizenship-for-third-country-nationals-in-Luxembourg_2019.pdf.

^{cxv} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/programme/contrat.html>

^{cxvi} Ministry of Family Affairs, Integration and the Greater Region, « Rapport d'activité 2020 », Luxembourg 2021, p. 255.

^{cxvii} See also URL: <https://mfamigr.gouvernement.lu/fr/le-ministere/attributions/integration/programme/parcours.html>

^{cxviii} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021 and on 9 December 2021.

^{cxix} See URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/integrationsprojekte/projets.html>

^{cxix} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

- ^{cxx} For a description of the projects see URL: <https://mfamigr.gouvernement.lu/en/le-ministere/attributions/integration/integrationsprojekte/projets.html>
- ^{cxxi} See URL: <https://mfamigr.gouvernement.lu/en/actualites/2021/appelpan.html>
- ^{cxxii} European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 54.
- ^{cxxiii} *Idem.*
- ^{cxxiv} *Ibid*, p. 49.
- ^{cxxv} As is the case for the project ‘CIAO!’ listed under Q13.
- ^{cxxvi} Such as the project ‘Intégration par le Sport’ listed under Q13.
- ^{cxxvii} Caritas manages the ‘Centre OASIS’ in Wiltz, a central actor in the field of integration in northern Luxembourg. The centre proposes multiple activities specifically addressing migrant women. See also URL: <https://www.caritas.lu/service/centre-oasis>
- ^{cxxviii} For example, the Ministry of Equality between Women and Men, the ONIS and ‘Femmes en Détresse’ are co-funding the project ‘CIAO!’ listed under Q13.
- ^{cxxix} See URL: https://ec.europa.eu/home-affairs/asylum-migration-and-integration-fund-union-actions-field-asylum_en
- ^{cxix} See URL: <https://ec.europa.eu/esf/home.jsp>
- ^{cxixi} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021
- ^{cxixii} *Idem.*
- See also URL: <https://luxembourg.dressforsuccess.org/>.
- ^{cxixiii} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021 and on 6 December 2021.
- ^{cxixiv} Information provided by ‘Le Temps des Femmes’ on 18 November 2021.
- ^{cxixv} *Idem.*
- ^{cxixvi} *Idem.*
- ^{cxixvii} Heisdorf and Mersch are two municipalities in the centre of Luxembourg.
- ^{cxixviii} Information provided by ‘Le Temps des Femmes’ on 18 November 2021.
- ^{cxixix} *Idem.*
- ^{cxli} *Idem.*
- ^{cxlii} *Idem.*
- ^{cxliiii} *Idem.*
- ^{cxliiv} Information provided by ‘Kopplabunz’ of ‘Femmes en Détresse’ on 22 November 2021.
- ^{cxliiv} *Idem.*
- ^{cxlivi} *Idem.*
- ^{cxliiii} *Idem.*
- ^{cxliiii} *Idem.*
- ^{cxlix} *Idem.*
- For more information on the first version of the project, see also URL: <https://integratioun.lu/wp-content/uploads/2018/10/Femmes-en-d%C3%A9tresse-Kopplabunz-CIAO.pdf>.
- See also: Gerstnerova, Andrea, « Kopplabunz, centre de rencontre pour femmes à Luxembourg ». In: IRFAM, Diversités & Citoyennetés, La lettre de l’IRFAM – n°55 juillet 2020, p. 37-40. URL: <https://www.irfam.org/wp-content/uploads/e-journal/IRFAM%20-%20Lettre%2055%20-%20final.pdf>.
- ^{cli} Information provided by ‘Kopplabunz’ of ‘Femmes en Détresse’ on 22 November 2021.
- ^{cli} *Idem.*
- ^{cliii} For more information on the ‘Kopplabunz’, please see URL: <https://fed.lu/wp/services/kopplabunz/>
- ^{cliii} Information provided by ‘Kopplabunz’ of ‘Femmes en Détresse’ on 22 November 2021.
- ^{cliv} For an overview of the services of ‘Femmes en Détresse’, see URL: <https://fed.lu/wp/>.

- clv For more information on LISKO, please see URL: <https://www.croix-rouge.lu/en/service/lisko-centre-for-integration-and-social-cohesion/>.
- clvi Information provided by 'Kopplabunz' of 'Femmes en Détresse' on 22 November 2021.
- clvii *Idem*.
- clviii *Idem*.
- clix National Women's Council in Luxembourg, « Pour l'égalité entre femmes et hommes – recueil de bonnes pratiques », December 2020, p. 55. URL: <https://communes.cnfl.lu/files/97377.pdf#page=55>
- clx 17,3% of the beneficiaries did not indicate their nationality when registering for the programme. Moreover, according to the municipality of Esch-sur-Alzette, women from Cape Verde may have indicated 'Portuguese' as their nationality.
- Information provided by the municipality of Esch-sur-Alzette on 3 December 2021.
- clxi Information provided by the municipality of Esch-sur-Alzette on 3 December 2021.
- clxii Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.
- clxiii European Migration Network (EMN), National Contact Point Luxembourg, "Annual Report on Migration and Asylum 2020", Luxembourg, 2021, p. 49.
- clxiv *Idem*.
- clxv *Ibid.*, p. 55.
- clxvi *Ibid.*, p. 51.
- See also: Ministry of Family Affairs, Integration and the Greater Region, « Rapport d'activité 2020 », Luxembourg 2021, p. 249.
- clxvii Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.
- clxviii Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021, p. 5. URL: <https://rm.coe.int/cdadi-2021-3rev-good-practices-responses-to-the-covid-19-pandemic-in-t/1680a1b72d>
- clxix *Ibid.*, p. 9.
- clxx See URL: <https://covid19.public.lu/fr.html>
- clxxi Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021, p.5.
- clxxii See URL: <https://covid19.public.lu/en/covidcheck/toolbox.html>
- clxxiii Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021, p. 9.
- clxxiv See URL: <https://mega.public.lu/fr/societe/Lutte-et-prevention-contre-la-violence-domestique.html>
- clxxv Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021, p. 30.
- clxxvi For an overview, see: Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021.
- clxxvii See URL: <https://men.public.lu/fr/support/coronavirus.html>
- clxxviii Council of Europe, "Responses to the Covid-19 pandemic in the fields of non-discrimination, diversity and inclusion - Promising and good practice examples", 9 March 2021, p. 17.
- clxxix Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.
- clxxx European Migration Network (EMN), National Contact Point Luxembourg, "Annual Report on Migration and Asylum 2020", Luxembourg, 2021, p. 52.
- clxxxi *Idem*.
- See also: [The Government of the Grand Duchy of Luxembourg, « 1re édition digitale de la journée d'orientation du Contrat d'accueil et d'intégration », Press Release, 26 October 2020](https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2020/10-octobre/26-journee-orientation.html). URL: https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2020/10-octobre/26-journee-orientation.html
- clxxxii [The Government of the Grand Duchy of Luxembourg, « 2e édition digitale de la journée d'orientation du Contrat d'accueil et d'intégration », Press Release, 10 May 2021](https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2021/05-mai/10-journee-orientation.html). URL: https://gouvernement.lu/fr/actualites/toutes_actualites/communiqués/2021/05-mai/10-journee-orientation.html

https://gouvernement.lu/fr/actualites/toutes_actualites/communiques/2021/05-mai/10-journee-orientation.html

clxxxiii [The Government of the Grand Duchy of Luxembourg, « 3e édition digitale de la journée d'orientation du Contrat d'accueil et d'intégration », Press Release, 22 November 2021.](https://gouvernement.lu/fr/actualites/toutes_actualites/communiques/2021/11-novembre/22-contrat-accueil.html) URL: https://gouvernement.lu/fr/actualites/toutes_actualites/communiques/2021/11-novembre/22-contrat-accueil.html

clxxxiv Ministry of Family Affairs, Integration and the Greater Region, “Rapport d’activité 2020”, Luxembourg 2021, p. 258.

clxxxv The Government of the Grand Duchy of Luxembourg, “Accord de coalition 2018-2023”, Luxembourg, 2018, p. 53.

See also: European Migration Network (EMN), National Contact Point Luxembourg, “Annual Report on Migration and Asylum 2020”, Luxembourg, 2021, p. 49.

clxxxvi *Ibid*, p. 50.

clxxxvii See URL: https://gouvernement.lu/fr/dossiers.gouv_mfamigr%2Bfr%2Bdossiers%2Bfaq%2Bavis.html

clxxxviii Organisation for Economic Co-Operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021.

clxxxix [The Government of the Grand Duchy of Luxembourg, « Présentation d'une étude de l'OCDE sur "Le fonctionnement du système d'intégration et ses acteurs au Grand-Duché de Luxembourg" », Press Release, 26 November 2021.](https://gouvernement.lu/fr/actualites/toutes_actualites/communiques/2021/11-novembre/26-cahen-ocde.html) URL: https://gouvernement.lu/fr/actualites/toutes_actualites/communiques/2021/11-novembre/26-cahen-ocde.html

cx c Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

cxci *Idem*.

cxcii *Idem*.

cxci *Idem*.

cxci *Idem*. For example, the CAI attracts comparatively few participants. See: Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021, p. 24.

cxcv *Ibid.*, p. 47-57.

cxv Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

See also: Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021, p. 55-56.

cxv Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

cxviii *Idem*.

cxvix *Idem*.

cc The Department of Integration (Ministry of Family Affairs, Integration and the Greater Region), the Department for Adult Education and the Department for the Education of Foreign Children (Ministry of National Education, Children and the Youth), the National Reception Office (ONA) (Ministry of Foreign and European Affairs), Caritas, and Red Cross.

cci Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

ccii See URL: https://gouvernement.lu/fr/actualites/toutes_actualites.gouv_mfamigr%2Bfr%2Bactualites%2B2020%2Bnove mbre%2B09-pan-integration.html

cciii Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

cciv *Idem*.

ccv Organisation for Economic Co-operation and Development (OECD), « Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg », 2021, p. 25.

^{ccvi} Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.

^{ccvii} *Idem.*

^{ccviii} *Idem.*

^{ccix} Organisation for Economic Co-operation and Development (OECD), “Vers un parcours d’intégration réussi: Le fonctionnement du système d’intégration et ses acteurs au Grand-Duché de Luxembourg”, 2021, p. 51-57.

Also: Information provided by the Department of Integration of the Ministry of Family Affairs, Integration and the Greater Region on 29 October 2021.