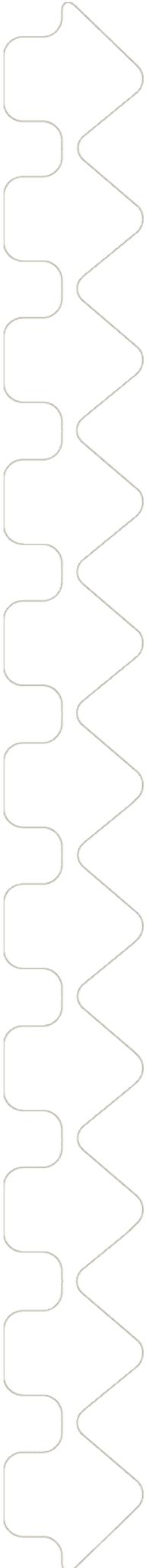




2012 Priorities
National action plan for Integration
and Against Discrimination
(2010 – 2014)



1. Proposed strategy

The National Action Plan for Integration and Against Discrimination for 2010-2014 aims to mobilise all the key stakeholders working for the integration of foreigners in the Grand Duchy of Luxembourg.

All the people involved in the challenge of a successful integration of foreigners within Luxembourg society - the Government, the communes, and subsidised organisations, in cooperation with civil society and foreign community NGOs - have united their efforts to support the reception of foreigners, to understand and to solve the issues raised by integration, and to launch an intercultural debate.

Just as it did in 2011, in 2012 the Government will focus on some of the Common Basic Principles (hereafter "CBP") of the integration of migrants in the European Union. Three of these were already considered priorities in 2011 - as a reminder:

- § CBP 1 : A two-way process
- § CBP 4 : Basic knowledge of the languages, history, and institutions of the host country
- § CBP 7 : Intercultural dialogue

These three CBPs are essential to the implementation of a dynamic integration process based on the concepts of reciprocity and shared responsibility. In defining its actions and objectives for 2012, the Government - through the Interministerial Committee for Integration and following the consultation of civil society on the matter - has added a fourth CBP:

- § CBP 5 : Education

2. European Year for Active Ageing and Solidarity between Generations 2012

With the launch of the European Year for Active Ageing and Solidarity between Generations 2012, the Government's policy on the issue must be coordinated by mainstreaming measures regarding integration in the Year's national strategy. To this end, the Action Plan presents specific measures that meet the 2012 objectives of the European Year for Active Ageing and fit into various CBPs.

3. « Mainstreaming »

The Action Plan aims to mobilise all the actors that are directly or indirectly involved in the integration process of foreigners in the Grand Duchy of Luxembourg by including the integration of foreigners in all other national policies. With this in mind, some of the objectives, such as valuing professional skills gained abroad, diversity training or equal opportunities for education, will be an integral part of the White Paper of the Ministry of National Education and Vocational Training.

CBP 1 : A two-way process

'Integration is a dynamic, two-way process of mutual accommodation between all immigrants and residents of Member States.'

The integration process implies adaptation not only by foreigners, but also by the host society. It is crucial to take into account and associate both native and foreign-born residents and ensure that everyone's rights and responsibilities are well-established.

Keeping in mind the idea of a two-way process involving all the stakeholders at all levels, this CBP is to be implemented as one of the top priorities of the National Action Plan. It is important to note that this CBP also applies at the local level, namely by the implementation of an explicit local integration policy.



This guiding principle sets the framework for cooperation between all the actors involved in the integration process in order to reach the priorities identified, in both the short and medium terms.

It will be implemented by involving all the interested parties in the private and public spheres to communicate clearly on everyone's rights and responsibilities.

Objectives	Examples of projects	Project coordinator
Provide training on diversity and intercultural skills to key actors of the administration, of Luxembourg and foreign collective organisations, and in the social, education, and youth sectors	Training in interculturality for professionals working in youth houses (maisons de jeunes)	National Youth Service
	Diversity and intercultural skills training of key actors in the social field	Ministry of Family and Integration
	Raise awareness and provide training on intercultural skills for civil servants and state and communal employees	Ministry of the Public Service and Administrative Reform / National Institute for Public Administration
	Provide internal training to diversity in the reception of employment seekers for ADEM agents	Employment Administration (ADEM)
	Provide training in intercultural skills for the staff of the National Service for Social Action (SNAS-Service national d'action sociale)	Ministry of Family and Integration/ National Service for Social Action (SNAS)/ Luxembourg Reception and Integration Agency
	Offer diversity and intercultural skills training as part of continuous training for teachers and psycho-socio-educational staff	Ministry of National Education and Vocational Training
Promote diversity through and with the media / raise awareness among journalists	Celebrate the International Day Against Homophobia	Ministry of Family and Integration/ Luxembourg Reception and Integration Agency
	Carry out a survey on the media's role in the integration process of foreigners	Luxembourg Reception and Integration Agency
Raise public awareness on questions of integration and in the fight against discrimination	Awareness-raising campaign on the UN Convention on the Rights of Persons with Disabilities	Ministry of Family and Integration
	Launch a debate on diversity in emergency services	Ministry of the Interior and Greater Region / Luxembourg Reception and Integration Agency
	Inform young people on the provisions of the Welcome and Integration Contract (CAI)	Ministry of Family and Integration and Youth Information Centre
Support and implement	Set up a national strategy of	Luxembourg Reception and

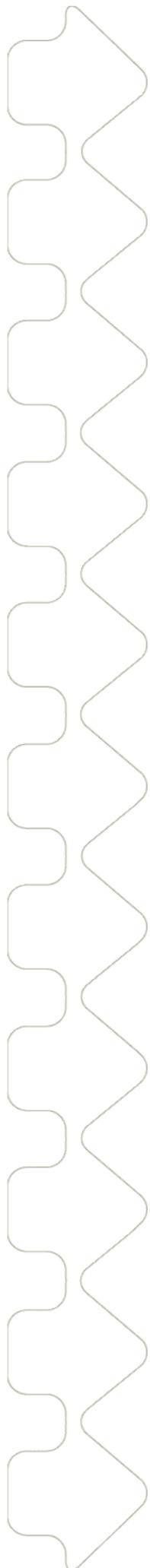
integration strategies at the local level	integration at the local level namely with the setting up of a platform for information exchange and a website presenting possible resources and partners	Integration Agency in cooperation with the Ministry of the Interior and Greater Region and the SYVICOL
Promote the employability of target groups	Maintain the offer of language and computer courses	Ministry of National Education and Vocational Training
	Individualised support by the ADEM for recognised refugees and applicants for international protection	Luxembourg Reception and Integration Agency/ Ministry of Labour and Employment/ Employment Administration (ADEM)
	Disseminate information in several languages on the direct access to the employment market for long term residents from third countries	Ministry of Labour and Employment/ Employment Administration (ADEM)
Promote the principle of equal treatment within companies	Include the aspects of integration, diversity and other grounds of discrimination alongside gender in the MEGA's positive action projects	Ministry for Equal Opportunity
Support migrant and namely migrant women's entrepreneurship	Continue the measures planned for 2011 by the MEGA in partnership with MCM with the support of entrepreneurship and namely women's entrepreneurship	Ministry for Equal Opportunity

CBP 4 : Basic knowledge of the languages, history, and institutions of the host country

'Basic Knowledge of the languages, history, and institutions of the host country are indispensable to integration; enabling immigrants to acquire this knowledge is a guarantee of their successful integration'

Reception is one of the four fields of action as provided for by the Law of 16 December 2008 on the reception and integration of foreigners in the Grand Duchy of Luxembourg, and as such CBP 4 remains one of the priorities for 2012. Moreover, the Welcome and Integration Contract (CAI), which provides for language and citizenship training courses and an orientation day, is one of the tools of integration policy.

Objectives	Examples of projects	Project coordinator
Improve knowledge of the host society	Continue the Master in Luxembourg Studies	Ministry of Higher Education and Research / University of Luxembourg
	Introduce an optional subject: 'Luxembourg language and culture' in secondary education	Ministry of National Education and Vocational Training



	Support and cooperation with the European Migration Network with namely the drafting of a policy report on migrations and asylum 2012 (European Migration Network)	Luxembourg Reception and Integration Agency and University of Luxembourg
	Carry out the study on 'Individual profiles and migration trajectories of third-country national cross-border workers' (European Migration Network)	Luxembourg Reception and Integration Agency and University of Luxembourg
	Carry out a study on the migration of international students to European Member States (European Migration Network)	Luxembourg Reception and Integration Agency and University of Luxembourg
	Create a database collecting the case law on immigration and asylum of Luxembourg administrative courts (European Migration Network)	Luxembourg Reception and Integration Agency and University of Luxembourg
Implement the Welcome and Integration Contract (CAI)	Continue the offer of language courses	Ministry of National Education and Vocational Training
	Organise two orientation days and set up workshops for CAI signatories	Luxembourg Reception and Integration Agency
	Inform young CAI signatories on the youth policy	Ministry of Family and Integration
	Promote the CAI through information sessions organised for multipliers	Luxembourg Reception and Integration Agency
Encourage the active participation of elderly migrants in the cultural, artistic, recreational, sports, and organisational life	Support the efforts of associations and NGOs aiming to facilitate the access of non-Luxembourger seniors to their offers	Ministry of Family and Integration
	Implement practical actions that enable cultural exchanges between native and foreign-born elderly residents	Ministry of Family and Integration
Value professional and technical skills acquired abroad	Write an information brochure in three languages on the recognition of higher education diplomas and the validation of prior experience in higher education	Ministry of Higher Education and Research
Promote literacy	Raise awareness on and offer literacy courses for adults	Ministry of National Education and Vocational Training
Promote Luxembourgish and French	Maintain the offer of language courses reinforced in 2011	Ministry of National Education and Vocational Training

'Efforts in education are critical to preparing immigrants, and particularly their descendants, to be more successful and more active participants in society.'

The education of foreigners of all ages, is an essential element of the Action Plan. Improving the quality and effectiveness of education and training by making them more accessible to foreigners enables the creation of more numerous and more interesting career opportunities. Thus we facilitate their transition to working life and in a more general manner to social cohesion.

*"Fully implementing intercultural education in the curriculum, teaching materials and extra-curricular activities raises native pupils' awareness and immigrant pupils' confidence."*¹

Objectives	Examples of projects	Project Coordinator
Guarantee equal access to education and prevent school failure	Train multipliers (resource teachers) in the reception in primary schools of pupils who have recently arrived in the country	Ministry of National Education and Vocational Training
	ASE transition house (Maison relais) (socio-educational support) of the Rédange/Attert commune	Ministry of Family and Integration
	RASE transition house (Maison relais) (Centre for socio-educational support) of the Sanem commune	Ministry of Family and Integration
Set up diversity training courses for teachers	Dare diversity: training programme for Transition Houses (Maison Relais) staff with an aim to include disabled children	Ministry of Family and Integration
	Development by some primary schools of the management of heterogeneity of learners within their "Plan for academic achievement" (Plan de réussite scolaire)	Ministry of National Education and Vocational Training
Redesign school information and orientation tools	Update information documents on the Luxembourg school system; translate these documents into Portuguese, Serbo-Croatian, English, and German	Ministry of National Education and Vocational Training
Diversity and intercultural skills training of socio-educational staff as part of their vocational training	Offer teachers and psycho-socio-educational staff vocational training courses based on diversity and the development of intercultural skills	Ministry of National Education and Vocational Training
Involve parents in the integration process	Transition House (Maison Relais) "Zéralda workshop" Kand a Famill Service	Ministry of Family and Integration

¹ Handbook on Integration for policy makers and practitioners, 3rd edition, Directorate-General for Justice, Freedom and Security, European Commission, 2010, p. 140.

	Liaising with stake-holding organisations	Ministry of National Education and Vocational Training
	Transition House (Maison Relais) Language project Luxembourg City	Ministry of Family and Integration

CBP 7 : Intercultural dialogue

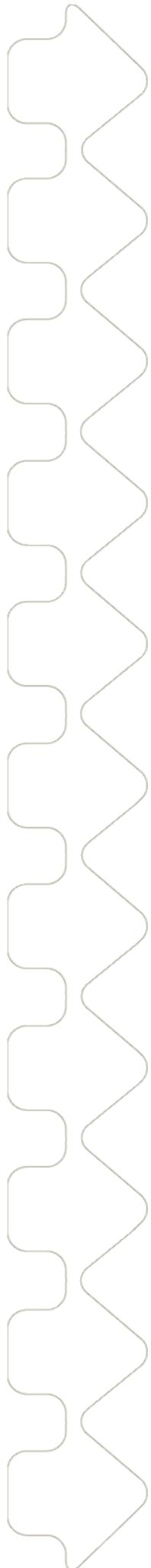
'A mechanism of frequent interaction between immigrants and nationals of Member States is essential. Sharing space for discussion, intercultural dialogue, and education in order to better know immigrants and their cultures, as well as improved living conditions in urban settings all partake in reinforcing the interaction between immigrants and nationals of Member States.'

In order to stimulate intercultural dialogue, we must create frequent and effective opportunities for contact between all the actors involved in the integration process. This will raise awareness on integration matters in an ideal manner.

Intercultural dialogue must be made a priority in that it contributes greatly to the capacity building of all the actors involved, both in the public and private spheres. Indeed, 'successful dialogue platforms lead to the formation of working relationships between the participants developing joint public activities, partnerships, and new ongoing consultation mechanisms.'²

Objectives	Examples of projects	Project Coordinator
Facilitate communication between native and foreign-born residents	Implement practical actions for the elderly which facilitate cultural exchanges between native and foreign-born residents	Ministry of Family and Integration
	Through the intercultural mediator continue the offer of methodological support during the design and creation of intercultural projects within the framework of services and organisations for the elderly	Ministry of Family and Integration
	Create and publish a large Luxembourgish dictionary in five languages (ongoing initiative)	Ministry of Culture
	Create a network of expert trainers on issues of interculturality	Luxembourg Reception and Integration Agency
Stimulate the intercultural dialogue	Set up a Forum for Cultures	Ministry of Culture
	Awareness-raising and training on the issues of intercultural dialogue	Ministry for Equal Opportunity

² Handbook on Integration for policy makers and practitioners, 3rd edition, Directorate-General for Justice, Freedom and Security, European Commission, 2010, p. 87.



	and integration in association with gender and other grounds of discrimination with the Project Coordinators of the services attached to the MEGA	
	Promote arenas for discussion and create opportunities for exchange and meetings	Luxembourg Reception and Integration Agency
Train and support organisations in the creation and execution of projects on diversity and integration	Set up training and accompanying measures for umbrella organisations and dialogue platforms	Luxembourg Reception and Integration Agency
Open Luxembourg leisure organisations to foreigners	Implement actions in favour of the participation of foreign-born residents in music clubs (Continue actions launched in 2011)	Ministry of Culture