



Point de Contact National au Luxembourg
du Réseau Européen des Migrations (EMN-NCP-LU)

INDIVIDUAL PROFILES AND MIGRATION TRAJECTORIES OF THIRD COUNTRY NATIONAL CROSS-BORDER WORKERS

THE CASE OF 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 Member States and to the general public with a view to support policy-and decision-making with the European Union.

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List of abbreviations

ADEM – Agence pour le développement de l’emploi (Agency for the development of employment)

CITP – Classification international des types de professions

CBW – Cross-Border Worker

CNPD – Commission nationale pour la protection des données (National data protection commission)

EEA – European Economic Area

EMN – European Migration Network

EU – European Union

IGSS – Inspection Générale de la Sécurité Sociale (General Social Security Inspectorate)

TFUE – Treaty on the Functioning of the European Union

TCN – Third-Country National

TCN-CBW – Third Country National-Cross-Border Worker

SBC – Schengen Borders Code

STATEC – Institut national de la statistique et des études économiques du Grand-Duché du Luxembourg (National statistics institute)

Foreword

The opinions and interpretations expressed in this report are those of the authors. They do not necessarily reflect the positions of the Luxembourg Ministry of Family and Integration, or the Ministry of Foreign Affairs nor do they represent national government policy.

The present report was drafted by Joaquim Monteiro, staff member of the National Contact Point Luxembourg within the European Migration Network, under the overall responsibility of Ass.-Prof. Dr. Christel Baltes-Löhr. Adolfo Sommarribas was responsible for the processing and preparation of the statistical data. Members of the national network of the National Contact Point Luxembourg provided continuous support: Sylvain Besch (CEFIS - Centre d'étude et de formation interculturelles et sociales), Germaine Thill (STATEC - Institut national de la statistique et des études économiques du Grand-Duché du Luxembourg), Sylvie Prommenschenkel (Ministère des Affaires étrangères/Direction de l'immigration) and Marc Hayot (OLAI – Office luxembourgeois de l'accueil et de l'intégration).

Executive summary

As put forward by Luxembourgish historian Gilbert Trausch, the Grand Duchy became a country of immigration with its industrialization around 1871¹. Since then, the presence of foreigners remains a characteristic trait in the social history of the country and the corner stone in its labour migration policies. A more recent aspect of the national migration policy was to resort to cross-border labour force from the 1990s onwards². Indeed, the Greater Region, formed by Luxembourg, Saarland and Rhineland-Palatinate (Germany), Lorraine (France) and Wallonia (Belgium), constitutes the biggest political transnational space in Europe and counts almost 25% of the total number of CBWs in the EU-27, only outnumbered by Switzerland³. Although its dynamics and networks can historically be traced back to the Romans and even earlier⁴, it is from the 1990s onwards that a rise of transnational spaces in Europe becomes gradually visible⁵. In the case of Luxembourg, the number of CBW continuously increased throughout the years and accounted to almost 42% of the domestic labour force in 2010⁶. Moreover and for the same reference year, Luxembourg's nationals represented a share of 29% of the total labour force⁷. Concretely, for 100 jobs available on the labour market, 27 were taken up by foreign residents, 29 occupied by Luxembourgers and 44 by CBWs⁸.

The present study focuses on TCN-CBWs. Indeed, if CBWs in general have been the subject of a range of studies due to their importance for the labour market in particular, TCN-CBWs have largely been ignored in public debates so far.

Taking both a quantitative and a qualitative approach, the present study tries to shed some light on the main characteristics composing the profiles of TCN-CBWs.

¹ Trausch Gilbert, *Histoire du Luxembourg*, 1992, p. 205.

² Pauly Michel, *Le phénomène migratoire : une constante de l'histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 68.

³ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 33.

⁴ <http://www.granderegion.net/fr/grande-region/historique/index.html>

⁵ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 26.

⁶ STATEC, *Luxembourg in figures 2011*, p. 12.

⁷ Ries Jean, *Les mutations de l'emploi de 1960 à 2010*, STATEC, 2012.

⁸ Thelen Carlo, *L'économie luxembourgeoise et les étrangers, aujourd'hui et demain*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 227.

Thus, TCN-CBWs provide on average for the youngest labour force on the national labour market, the large majority are wage earners under permanent contract and highly skilled.

On their motivations to work in Luxembourg, TCN-CBWs put forward in descendent order a) salary, b) possibilities for career development, c) job opportunities in Luxembourg, d) the international working context and e) the professional network⁹. The study also enquires on their integration, migration trajectories and discrimination aspects and leads us to the conclusion that migration histories are eclectic and individual. Even if some traits can be common, such as being highly skilled, their live paths differ in many ways.

⁹ For detailed data, please refer to Annex 19.

1. Motivation, research question and aims of the study

Bearing in mind the overarching objectives of the European Migration Network (EMN), i.e., meet the information needs of Community institutions and Member States' authorities and institutions on migration and asylum¹⁰ and provide the general public with information on these subjects¹¹ and given the importance of cross-border workers (CBWs) for the Greater Region¹² in general and Luxembourg in particular and its impacts in terms of intra-EU mobility, the LU EMN NCP proposed to carry out a study¹³ on the profiles of CBWs who, at the same time, are third-country nationals (TCNs)¹⁴. Indeed, a particular feature of the Luxembourgish labour market is that CBWs amount to over 40%¹⁵ of the total labour force on the market. Over 150 000 individuals¹⁶ cross the borders on a daily basis, coming from one of the neighbouring countries¹⁷, to work in the Grand Duchy. Hence, such migratory streams have multi-faceted impacts and consequences that cannot be limited to the labour market. In recent years, a certain number of studies have tried to shed some light on this phenomena, which is certainly not unique in the EU, but of vital importance for Luxembourg¹⁸. However, the role of TCNs among the population of CBWs has been largely neglected in public debates and only residually analysed in previous studies. It is the intention of the LU EMN NCP to tighten this gap with this study and to contribute to a better understanding of the intra-EU mobility of TCNs in so-called border areas. The aim of this study is therefore and above all to establish a profile of these individuals in analysing the regions of origin, their migration trajectories, their experiences and needs compared to EU cross-border workers. The LU EMN NCP hopes in this sense to contribute to national debates in providing the necessary data and information on the topic and hence to fuel the development of a sustainable and holistic approach to immigration and integration policies in Luxembourg.

¹⁰ Article 1 Section 2 of the Council Decision 2008/381/CE of 14 May 2008 establishing a European Migration Network.

¹¹ Article 1 Section 3 of the Council Decision 2008/381/CE of 14 May 2008 establishing a European Migration Network.

¹² Saarland and Rhineland-Palatinate (Germany), Lorraine (France), Wallonia (Belgium and Luxembourg)

¹³ The study has been approved by the EMN Steering Board Committee at its 7th meeting, 13 May 2011.

¹⁴ Wage earners registered on the Luxembourgish labour market who have given another nationality than the EU-27.

¹⁵ STATEC, *Luxembourg in figures 2011*, p.12.

¹⁶ *Ibidem*

¹⁷ Belgium, France, Germany.

¹⁸ See for example Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012.

2. Definitions and Methodology

2.1. Defining the key concepts

In order to facilitate the comprehension of terms used throughout this study, reference is made to key concepts as defined in the “European Migration Network Asylum and Migration Glossary 2.0”¹⁹.

Hence, a Third-Country National (TCN) shall be understood as any person who is not a citizen of the European Union (EU) within the meaning of Article 20(1) of the Treaty on the Functioning of the European Union (TFEU)²⁰ and who is not a person enjoying the Union right to free movement as defined in Article 2(5) of the Schengen Borders Code (SBC)²¹. This definition means that nationals of Norway, Iceland, Liechtenstein and Switzerland are not considered to be TCNs. Nationals of Micro-States (Monaco, San Marino, Vatican City) are treated as TCNs since, although there are no border controls, there is no formal agreement between them to be “beneficiaries of the free movement of persons” as defined in EU *acquis*. This means also that they cannot be part of the Schengen agreement.

Cross-Border Worker (CBW) refers to the definition of “Frontier Worker” given in the EMN Glossary on Asylum and Migration²². However, the latter specifically refers to a worker who is employed in the frontier zone of a Member State but returns each day or at least once a week to the frontier zone of a neighbouring third-country in which he or she resides and of which he or she is a national, thus explicitly referring to EU external borders.

For the purpose of this study, we will consider as a CBW, any individual crossing an internal or external border of the EU for the purpose of work on the territory of a Member State and who returns daily or at least once a week to his or her country of residence. Since the Grand Duchy does not have external EU borders (except its

¹⁹ <http://emn.intrasoft-intl.com/Glossary/index.do>

²⁰ Article 20(1) of the TFEU reads as follows: “Citizenship of the Union is hereby established. Every person holding the nationality of a Member State shall be a citizen of the Union. Citizenship of the Union shall be additional to and not replace national citizenship.

²¹ Article 2(5) of the Schengen Border Code reads as follows: “persons enjoying the Community right of free movement” means: (a) Union citizens within the meaning of Article 17(1) of the Treaty, and third-country nationals who are members of the family of a Union citizen exercising his or her right to free movement to whom Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States [15] applies; (b) third-country nationals and their family members, whatever their nationality, who, under agreements between the Community and its Member States, on the one hand, and those third countries, on the other hand, enjoy rights of free movement equivalent to those of Union citizens.

²² <http://emn.intrasoft-intl.com/Glossary/index.do>

international airport) and in an attempt to reframe the definition in the context of this study and Luxembourg, one may define a CBW as being any individual residing in one of Luxembourg's neighbouring countries (Belgium, France or Germany) and crossing the border on a regularly (at least once a week), primarily for the purpose of work on the Luxembourgish territory. The term "commuter" is also sometimes used as a synonym and may therefore be considered as interchangeable with CBW throughout the study.

Hence, a TCN-CBW in the context of this study refers to any individual residing in one of Luxembourg's neighbouring (Belgium, France or Germany), who regularly crosses the border (at least once a week) to carry out a paid activity on the Luxembourgish labour market and is not a citizen of the EU within the meaning of Article 20(1) of the TFEU²³ and who is not a person enjoying the Union right to free movement as defined in Article 2(5) of the SBC²⁴.

2.2. Methodology

As already stated previously, the rationale justifying the focus of this study is strongly linked to the importance of CBW in general for the Luxembourgish economy and the lack of quantitative and qualitative information on TCN-CBW in particular. Moreover, as the exercise takes a "pilot study" approach, the LU EMN NCP is the only national contact point within the EMN carrying out this specific study. Thus, no specifications had been elaborated and the LU EMN NCP enjoyed a large margin of manoeuvre in trying to pursue the objectives of the study. The study nevertheless remains relevant for both European institutions and member states, since it analyses intra-EU mobility of TCNs and thus constitutes a further step in the understanding of the dynamics inherent to it.

²³ Article 20(1) of the TFEU reads as follows: "Citizenship of the Union is hereby established. Every person holding the nationality of a Member State shall be a citizen of the Union. Citizenship of the Union shall be additional to and not replace national citizenship.

²⁴ Article 2(5) of the Schengen Border Code reads as follows: "persons enjoying the Community right of free movement" means: (a) Union citizens within the meaning of Article 17(1) of the Treaty, and third-country nationals who are members of the family of a Union citizen exercising his or her right to free movement to whom Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States [15] applies; (b) third-country nationals and their family members, whatever their nationality, who, under agreements between the Community and its Member States, on the one hand, and those third countries, on the other hand, enjoy rights of free movement equivalent to those of Union citizens.

2.2.1. Workshop

In order to design a more precise structure for the study and to carve out the main points to be addressed, a workshop has been organised on 13 January 2012 at the University of Luxembourg. The workshop brought together national network members, LU EMN NCP staff members and two experts from the University of Luxembourg with extensive experience on CBW topics. Apart from establishing the general structure, the methodology for the study and the way forward, the workshop also served to pin down the questions to be addressed during the face-to-face interviews (semi-structured interviews).

Since the overarching objective of the study is to establish the profile of TCN-CBW, following aspects surfaced during the workshop and had been included in the questions' roll for the interviews²⁵: personal data, educational level, personal migratory history, opportunities and challenges as a TCN-CBW, integration in the country of residence and in Luxembourg.

The workshop has also been the occasion to note certain flaws contained in the database managed by the IGSS, in particular the “nationality” criteria. As a matter of fact, it is not clear if the nationality field in the database is self-declared or if proof of nationality is required. Furthermore, the meaning of a “ZZZ nationality“ category remains unclear.

2.2.2. IGSS database

Data provided by the IGSS, the national social security inspectorate, included a total population of 1886 registered individuals. Their respective social security number was used as identifier to create the database. The later included contact details including country of residence, information about nationality, gender, type of occupation and contract as well as starting and termination date for occupations. Due to the nature of the information provided by the IGSS, an authorisation to explore and analyse these informations had to be previously requested to the competent national authority for personal data protection, the CNPD. The permit was delivered to the LU EMN NCP on 8 February 2012²⁶.

²⁵ For a complete overview of the questions included in the interviews, please refer to Annexes.

²⁶ Deliberation n°26/2012 of 3 February 2012.

Following a first analysis of the database using adequate software, it turned out that a total number of 1094 individuals fitted the criteria established for the study. As has already been stated before, the difference in these numbers is mainly due to the fact that for some individuals, the category “nationality” could not be identified in the original database provided by the IGSS. Indeed, for a certain number of registered individuals, nationality was indicated as “ZZZ”, making it therefore impossible to identify their nationality. Moreover, nationals from EEA were also included in the original database. According to the methodology defined for the current study, these individuals were also excluded from the final database. A further and deeper analysis of the database made initial conclusions on TCN-CBW population such as their distribution according to country of residence, gender disaggregation, percentages according to type of work contracts possible. The results were at a later stage crossed with results extracted from the quantitative questionnaires and with data available on CBW in general. Finally, contact details were used for the mailing of the quantitative questionnaire.

2.2.3. Quantitative questionnaire

The quantitative questionnaire²⁷ was developed by the LU EMN NCP staff members and enquired on areas such as professional occupation, mobility, migration trajectory, integration and socio demographic situation, nationality, migration profile, job conditions and integration. The questionnaire has been sent twice to the entire population identified from the IGSS database and a total of 132 replies were given. From the 132 answered questionnaires, 22 could not be validated because they actually had a EU or a EEA member state nationality. Hence, a total number of 110 answered questionnaires could be considered for the purpose of the study, corresponding to a share of approximately 10% of the total population identified from the IGSS database.

2.2.4. Semi-structured interviews

In order to gather qualitative data for the study, the LU EMN NCP decided to conduct face-to-face semi-structured interviews with TCN-CBWs. The latter had given their written approval for an interview. The target set was to realize 11

²⁷ For the detailed questionnaire, please refer to Annex 1.

interviews, which corresponds to 10 % of the validated quantitative questionnaires (110). However, only 6 individuals finally agreed to a face-to-face interview.

A question roll²⁸ has been developed and served as the red line to follow during interviews. This approach made it possible to compare statements provided by interviewees and eventually note the similarities and the differences. However, since semi-structured interviews shall remain flexible and open per definition, quite some leeway was given in answering the different questions. This flexibility allowed to enrich our perceptions on TCN-CBWs and allowed to deepen certain aspects that surfaced during the interviews. At a later stage, a common matrix has been developed in order to make comparisons possible in terms of answers provided. Finally, information obtained from the interviews has been crossed with the quantitative data analysis results.

2.2.5. Literature Review

The CBW topic has been addressed in several publications in recent years²⁹. Due to the importance of CBW as a labour *reservoir* for the Luxembourgish economy, several stakeholders, in particular public research institutions, have tried to better understand the dynamics underpinning the phenomenon and its direct consequences, both in terms of challenges and opportunities. Indeed, important movement streams such as the CBW in the Greater Region need to be addressed by policy makers on both sides of the borders, so both may take advantage of a win-win situation and tackle potential flaws and errors.

3. Luxembourg in the Greater Region

3.1. A brief journey over Luxembourg's recent labour migration history

Luxembourg has not always been an immigration country. Indeed and as put forward by Luxembourgish historian Gilbert Trausch, the Grand Duchy became a country of immigration with its industrialization around 1871³⁰. Since then, the presence of foreigners remains a characteristic trait in the social history of the country. The relatively important number of foreigners on the territory of the Grand Duchy seems to relate in particular to economic growth and consequent labour shortages and an

²⁸ For the detailed question roll, please refer to Annex 2.

²⁹ For the complete list of literature review, please refer to the Bibliography section.

³⁰ Trausch Gilbert, *Histoire du Luxembourg*, 1992, p. 205.

ageing population³¹. In a report from 1914, labour inspector Charles Eydt recognises the lack of indigene-qualified workers for the steel industry³². Such an ascertainment triggered the first migrations of German qualified workers, coming principally from the frontier zones. However, non-qualified workers were also requested by the emerging steel industry to work in the mines³³. The latter prompted the Italian wave of labour immigration to the Grand Duchy in particular and the Greater Region in general³⁴. The high turnover rate among the Italian immigrant workers has been highlighted at several occasions³⁵, thus reflecting some kind of circular migration³⁶ in the Greater Region that seems to have been triggered by the search for better working conditions, but also because Italian immigrants came without their families. So, during its industrialization period Luxembourg knew a “double” immigration, in the sense that it attracted both low and highly qualified workers³⁷. The quantitative evolution of these immigrations followed economic growth rates and economic crisis, which has led Trausch to state that foreigners represented the engine of the economy in times of growth and a safety valve in times of crisis³⁸. In fact, in times of crisis, immigrants were the first ones to be fired and eventually went back to the country of origin, “safeguarding” Luxembourg from massive unemployment rates.

Following World War II (WWII) and the German occupation, German immigration stopped for obvious reasons and only restarted during the 1970s with the installation of German banks in Luxembourg.

However, for the reconstruction of the country following WWII, labour was needed and the Luxembourgish government tried to attract Italians. A bilateral agreement, defining the conditions of immigration was finally signed in 1948 and renewed until 1957 between both countries³⁹. Yet, during the 1950s, Italian immigration decreased despite the liberalisation of immigration rules, notably the liberalisation of the family

³¹ *Ibidem*

³² Scuto Denis, *La nationalité luxembourgeoise » (19e-21e siècle). Histoire d'un alliage européen*, éd. de l'Université de Bruxelles, coll. « Histoire », 2012.

³³ Pauly Michel, *Le phénomène migratoire : une constante de l'histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 67.

³⁴ *Ibidem*

³⁵ Galloro Piero-Dominique, *La mobilité comme facteur de stabilité. L'exemple de la Lorraine (1880-1940)*, in *Par monts et par vaux. Migrations, voyages*, 2001, p. 146.

³⁶ Leiner Stefan, *Migration und Urbanisierung. Binnenwanderungen, räumlicher und sozialer Wandel in den Industriestädten des Saar-Lor-Lux Raumes 1856-1910*, 1994, p. 323.

³⁷ Pauly Michel, *Le phénomène migratoire : une constante de l'histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 67.

³⁸ Trausch Gilbert, *L'immigration italienne*, p. 468.

³⁹ Pauly Michel, *Le phénomène migratoire : une constante de l'histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 67.

reunification. Italians found better working conditions in Switzerland and in Germany and Italy was economically speaking on the “upper hand”⁴⁰. Italian migration was substituted by Portuguese labour migration and a first agreement was signed in 1970⁴¹.

At the same time, another type of immigration had started: executives for the financial sector and European public servants. The Luxembourgish economy entered a post-industrial phase with the financial sector compensating for the loss of jobs in the industry sector. However, labour offer outgrew demographic trends in the national active population and further immigration was needed. The solution found was to resort to cross-border labour force from the 1990s onwards⁴². The number of CBW continuously increased throughout the years and accounted to almost 42% of the domestic labour force in 2010⁴³.

Apart from the economic cycles and as already stated earlier, another explanation for the important presence of foreigners, was Luxembourg’s demographic deficit. Fertility rates were under 2.1 (natural substitution) already in the 1970s while life expectancy grew due to medical progress, naturally resulting in the ageing of the active population⁴⁴.

In sum, one may assert that Luxembourg’s immigration policies have compensated labour shortages on one hand and cushioned the demographic decline⁴⁵.

⁴⁰ Pauly Michel, *Le phénomène migratoire : une constante de l’histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 68.

⁴¹ [Mémorial n°26 du 20 avril 1972, p. 856-868](#).

⁴² Pauly Michel, *Le phénomène migratoire : une constante de l’histoire luxembourgeoise*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 68.

⁴³ STATEC, *Luxembourg in figures 2011*, p. 12.

⁴⁴ Trausch Gilbert, *Histoire du Luxembourg*, 1992, p. 207.

⁴⁵ Chambre de Commerce Luxembourg, *Le rayonnement transfrontalier de l’économie luxembourgeoise : la diversité règne, l’intégration piétine*, in Actualité & Tendances-Bulletin économique de la Chambre de Commerce, 2012.

3.2. The Greater what?



Fig. 1 The Greater Region

The Greater Region, formed by Luxembourg, Saarland and Rhineland-Palatinate (Germany), Lorraine (France) and Wallonia (Belgium), constitutes the biggest political transnational space in Europe and counts almost 25% of the total number of CBWs in the EU-27, only outnumbered by Switzerland⁴⁶. Although its dynamics and networks can historically be traced back to the Romans and even earlier⁴⁷, it is from the 1990s onwards that a rise of transnational spaces in Europe becomes gradually visible⁴⁸. Wille argues that approximately 25% of the total number of CBWs (within EU-27) works in the Greater Region in 2006/2007⁴⁹. For Luxembourg, the Greater Region has two main roles: first a labour reservoir that compensates for labour shortages and second a “barrier” to the ageing of active population. Indeed, the Greater Region has so far contributed to stall the “grey revolution” and its consequent challenges such as potential labour shortages, generation dependency and last but not

⁴⁶ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 33.

⁴⁷ <http://www.granderegion.net/fr/grande-region/historique/index.html>

⁴⁸ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 26.

⁴⁹ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 33.

least the viability and maintenance of Luxembourg's social welfare system⁵⁰. From 1999 to 2009, the percentage of CBWs in the total domestic employment grew 88,9%⁵¹ and in 2011 this share amounts to approximately 42% of the total domestic employment⁵². Moreover, the majority of the CBWs (73% in 2008) with residence in the Greater Region (except Luxembourg) work in Luxembourg⁵³. Already in 1995, CBWs outnumbered resident foreigners on the Luxembourgish labour market⁵⁴. Although European integration may be part of the explanation in the rise of CBWs on the national labour market⁵⁵, the opening of Luxembourg's economy seems rather to indicate a strategic choice enticing the Grand Duchy's attractiveness⁵⁶.

However, it has been argued lately that the impact of CBWs on slowing down an ageing active population has begun to decline⁵⁷. If Luxembourg, compared to other Western economies, has been able to curb the ageing of its active population since the 1990s with its opening to the Greater Region, the solution seems to lose some steam during the last decade. Between 2003 and 2011, average age among CBWs and active resident foreigners grew faster than the average age of resident Luxembourgish workers. Thus, the average age of CBWs increased by 3,3 years (3,1 years for resident foreign workers), whereas average age for resident Luxembourgish workers increased by 1,4 years during the mentioned time period⁵⁸.

4. Luxembourg as a work place and the importance of CBWs

As the smallest EU Member State, the Grand Duchy counts slightly more than half a million of residents (512 353) according to the latest census carried out in 2011⁵⁹. Approximately 43% of the resident population is of foreign origin, which makes

⁵⁰ Zanardelli Mireille, Leduc Kristell, Clément Franz, *Le vieillissement actif au Luxembourg : bilan et enjeux*, in Les Cahiers du CEPS/INSTEAD-Population et Emploi, 2012, p. 5.

⁵¹ Thelen Carlo, *L'économie luxembourgeoise et les étrangers, aujourd'hui et demain*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 235.

⁵² STATEC, *Luxembourg in figures 2011*, p.12.

⁵³ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 33.

⁵⁴ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 152.

⁵⁵ Aubertun Eric, *Un contexte géopolitique nouveau marqué par l'ouverture. La Lorraine et l'Europe*, in Nouvelle géopolitique des régions françaises, 2005, p. 407.

⁵⁶ Thelen Carlo, *L'économie luxembourgeoise et les étrangers, aujourd'hui et demain*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 224-235.

⁵⁷ Leduc Kristell, *La main-d'oeuvre frontalière et étrangère ne suffit plus à ralentir le vieillissement de la population active occupée du Luxembourg*, in Vivre au Luxembourg n° 81 du CEPS/INSTEAD, 2012.

⁵⁸ *Ibidem*

⁵⁹ STATEC, *Recensement de la population 2011-Premiers résultats N°3*, July 2012.

Luxembourg the country within the EU with the highest percentage of resident foreigners. The relatively high figure of resident foreigners is a consequence of Luxembourg's immigration policies, most notably since its industrialization period. Luxembourg has already counted on foreign labour force since the end of the 19th century, as seen earlier, with the arrival of German and Italian workers first, while the 1960s triggered the Portuguese "stream" that still lasts until today⁶⁰. It is therefore of no surprise that the large majority of resident foreigners come from other EU Member States with the Portuguese community occupying the first place in the ranking and representing up to 15,8% of the total resident population. The French, Italians and Belgians follow the Portuguese, while Germans close the top five of foreign nationalities in the country⁶¹.

In terms of labour market, numbers can be even more impressive. In 2010, Luxembourg's nationals represented a share of 29% of the total labour force⁶². Concretely, for 100 jobs available on the labour market, 27 were taken up by foreign residents, 29 occupied by Luxembourgers and 44 by CBWs⁶³. Among the CBWs, roughly, half of them commute from France, while Germany and Belgium make up a quarter each of the CBWs. These proportions have been confirmed by the latest available data on the labour market published by the ADEM, the national employment agency⁶⁴. Furthermore, CBWs became the largest on the national labour market from 1995 onwards, outnumbering for the first time resident foreign labour force⁶⁵.

Another characteristic of Luxembourg's labour market is its apparent segregation. Nationals tend to seek for jobs mainly in the public sector whereas resident foreigners and CBWs constitute the large majority in the private sector⁶⁶. In 2010, CBWs represented a total share of 44% in the total domestic labour force, whereas they only represented 3% of the total labour force in 1961⁶⁷. On the other hand, total

⁶⁰ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 143.

⁶¹ *Ibidem*

⁶² Ries Jean, *Les mutations de l'emploi de 1960 à 2010*, STATEC, 2012.

⁶³ Thelen Carlo, *L'économie luxembourgeoise et les étrangers, aujourd'hui et demain*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 227.

⁶⁴ ADEM, *Bulletin luxembourgeois de l'emploi*, June 2012.

⁶⁵ Wille Christian, *Grenzgänger und Räume der Grenze – Raumkonstruktion in der Grossregion SaarLorLux*, 2012, p. 152.

⁶⁶ Fehlen Fernand, *La transnationalisation de l'espace social luxembourgeois et la réponse des autochtones*, in ASTI 30+ : Migrations, Recherches, Engagements, 2010, p. 150-151.

⁶⁷ Ries Jean, *Les mutations de l'emploi de 1960 à 2010*, STATEC, 2012.

employment has tripled for the same time period⁶⁸, thus illustrating that the vast majority of newly created job opportunities have been taken up by foreign labour force and reflecting the Grand Duchy's labour migration policy for the last 50 years.

4.1. The familiar stranger from just around the corner

As asserted earlier, the focus of the present study is on TCN-CBWs. Indeed, if CBWs in general have been the subject of a range of studies due to their importance for the labour market in particular, TCN-CBWs have largely been ignored in public debates so far. A possible explanation may be related to their relatively small number in the total CBWs population. As a matter of fact, TCN-CBWs represent around 9% of TCNs working on the territory of the Grand Duchy⁶⁹. To better picture the realities behind the numbers, the LU EMN NCP decided to take a qualitative approach in parallel to the quantitative perspective. As explained more extensively in the methodology part of the present study, the qualitative aspects have been addressed through semi-structured interviews⁷⁰, whereas for the quantitative part both raw data provided by the IGSS as well as data obtained through questionnaires has been analysed⁷¹ in order to unveil the familiar stranger from around the corner.

4.1.1. The general legal framework

TCN-CBWs have three possibilities to enter the Luxembourgish labour market and the three have different implications on TCN-CBWs and shape their trajectory. Moreover, the initial legal situation might change in the course of their personal and/or professional lives with again different implications. Shifting categories is not as straightforward as it could possibly be. As a TCN-CBW the first possibility to legally work in Luxembourg is if your spouse or partner (hence as a family member of a EU citizen) also has a CBW status. In this case, the TCN-CBWs is exempted from asking a permit to work in Luxembourg but has to proof the exemption⁷². The rationale behind is derived from the EU citizen's right to free movement and respect for family life. However, if the EU spouse or partner is not exercising his or her right

⁶⁸ *Ibidem*

⁶⁹ Extracted from the IGSS database on 21 August 2012.

⁷⁰ For the detailed question roll, please refer to Annex 2.

⁷¹ For the detailed questionnaire, please refer to Annex 1.

⁷² <http://www.mae.lu/Site-MAE/VISAS-Immigration/Long-sejour-superieur-a-trois-mois/Travailleur-frontalier-ressortissant-de-pays-tiers>

to free movement, the TCN partner or spouse has to ask for a permit to work in Luxembourg. The same applies if the TCN-CBW has for long-term resident status in another EU member state and wishes to resume a labour activity in Luxembourg⁷³.

4.1.2. Sketching the big picture

Data provided by the IGSS included a total population of TCN-CBWs of 1886 individuals for whom and among others the following variables were indicated: personal social security number, employer's social security number, beginning and end of professional activity, first and second nationality, country of residence, international professional classification (CITP), type of work contract, gender, socio professional statute and unemployment⁷⁴. However, for some individuals included in the file, nationality was unidentified. Hence, for the sake of the methodology chosen, the later were excluded from the target group, thus shrinking the target population to 1094 individuals. According to the latest ADEM numbers on the national labour market, a total of 157.280 individuals commute regularly from their country of residence to work in Luxembourg⁷⁵. Crossing both figures, this means that TCN-CBWs represent a share of 0.7% of commuters on the national labour market. Among TCN-CBWs, male individuals amount to 55.5%, whereas female individuals represent a percentage of 44.5% as indicated on the chart below. If we further disaggregate the data and cross the gender characteristic with the country of residence criteria, we get practically the same distribution⁷⁶. The figure follows the general gender pattern identified for CBWs⁷⁷.

⁷³ [Article 50 of the Law of Free movement of persons, immigration and international protection.](#)

⁷⁴ Only the most significant variables for the purpose of this study have been listed above.

⁷⁵ ADEM, *Bulletin luxembourgeois de l'emploi*, June 2012.

⁷⁶ For detailed data, please refer to Annex 3.

⁷⁷ Office statistique de la Grande Région & Institut Universitaire International Luxembourg, *Qui sont les travailleurs frontaliers de la Grande Région- Caractéristiques et déterminantes de la mobilité professionnelle*, 2011, p. 41-42.

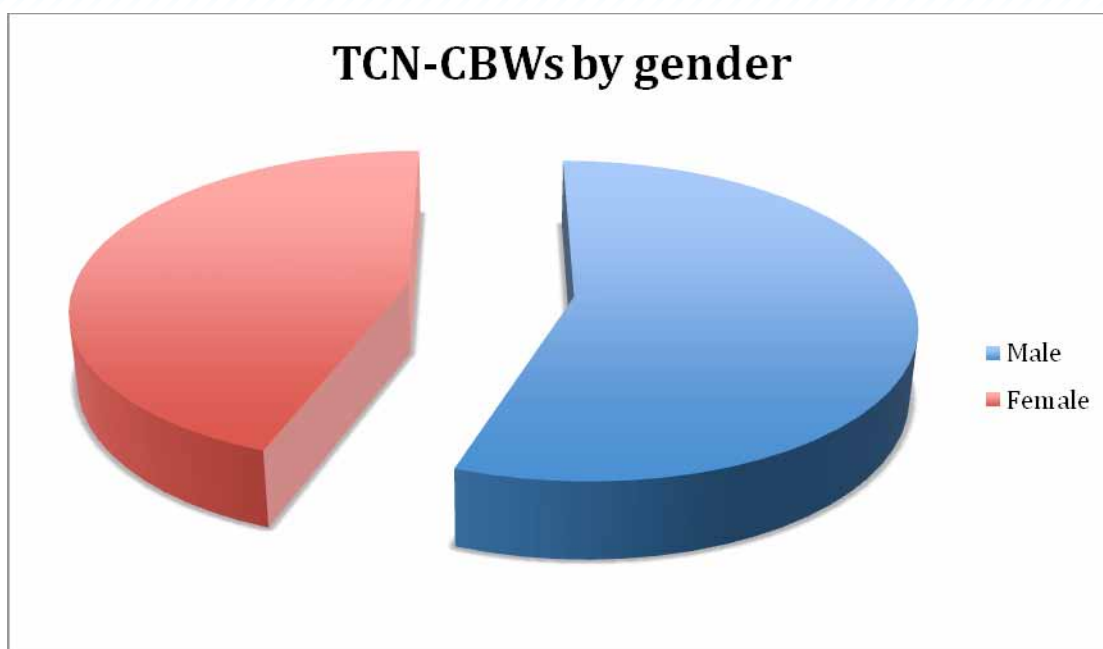


Fig. 2 - Disaggregation of TCN-CBWs by gender © 2012 LU EMN NCP

In terms of average age, female TCN-CBWs are slightly younger than their male counterpart. Indeed, average age is 37.1 years for female TCN-CBWs and 39.6 years for male TCN-CBWs⁷⁸. More interesting is to compare this result with the average age of active CBWs in general and the average age on the national labour market. In 2011 the average age for the total active population and for CBWs in general has been estimated respectively at 39.7 years and 39.4 years⁷⁹. Average age for active TCN-CBWs according to the data provided situates itself at 38.5 years⁸⁰. Hence, TCN-CBWs provide on average for the youngest labour force on the national labour market, which seems to indicate that cross-border migration is essentially professionally motivated.

According to the latest census information, the Grand Duchy counts approximately 170 different nationalities on its territory⁸¹. This cultural diversity is further enriched with TCN-CBWs commuting from one of the neighbouring countries. As has already been asserted earlier, the large majority of resident foreigners in Luxembourg come from another EU Member State. Resident TCNs represent a share of 13% of the total

⁷⁸ Extracted from the IGSS database on 21 August 2012.

⁷⁹ Leduc Kristell, *La main-d'oeuvre frontalière et étrangère ne suffit plus à ralentir le vieillissement de la population active occupée du Luxembourg*, in *Vivre au Luxembourg* n° 81 du CEPS/INSTEAD, 2012.

⁸⁰ Extracted from the IGSS database on 21 August 2012.

⁸¹ STATEC, *Recensement de la population 2011-Premiers résultats N°4*, August 2012.

resident foreign population⁸². The chart below has been derived from the 2011 census data⁸³ and represents the top 5 nationalities in the resident TCN population.

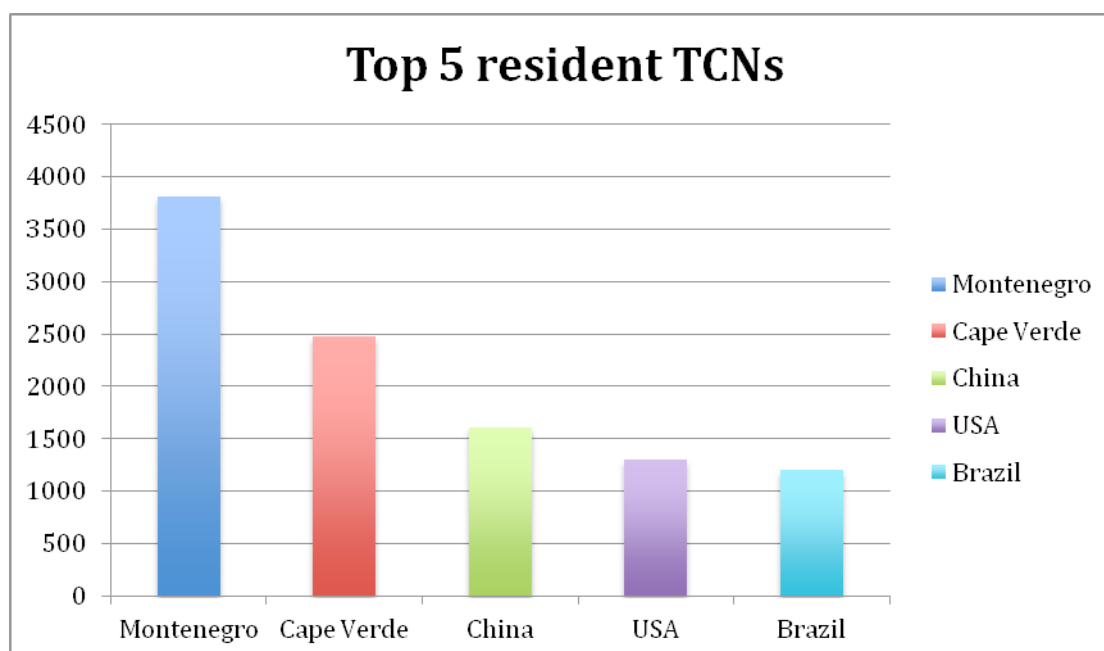


Fig. 2 - Top 5 nationalities in resident TCNs © 2012 LU EMN NCP

As may be observed, nationals from Montenegro constitute the biggest resident TCN population with a total of 3814 individuals, followed by nationals from Cape Verde, China, and USA while Brazil closes the top 5. In the course of the past ten years, from 2001 to 2011, the number of citizens from African countries grew +108.04%, from Asia +91.47%, from Oceania +78.10% and finally from the American continent +73.18%⁸⁴.

If we now turn to the top 5 nationalities among the TCN-CBWs, some differences appear instantly. The chart below illustrates the top 5 ranking in terms of nationalities for TCN-CBWs⁸⁵.

⁸² *Ibidem*

⁸³ *Ibidem*

⁸⁴ *Ibidem*

⁸⁵ Extracted from the IGSS database on 21 August 2012.

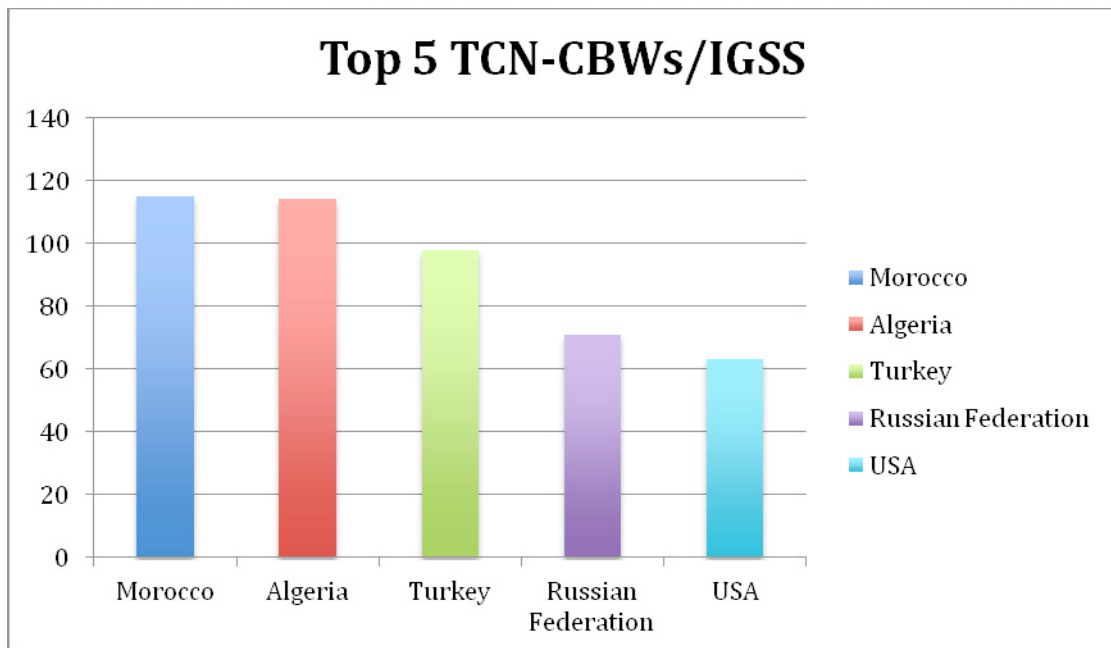


Fig. 3 - Top 5 nationalities in TCN-CBWs © 2012 LU EMN NCP

Despite different scales used to draw the charts because target populations are quantitatively different, the first conclusion that may be drawn is that top ranking nationalities for resident TCNs and TCN-CBWs are different: only US citizens appear on both charts. Bearing in mind that half of the TCN-CBWs reside in France and recalling historical relationships between France and the Maghreb, it is somehow less surprising to see nationals from Morocco and Algeria ranking in the first two places: both nationalities are part of the largest immigrant communities in France. The analysis of the top 5 nationalities in TCN-CBWs from a country of residence perspective seems to reinforce the later hypothesis.

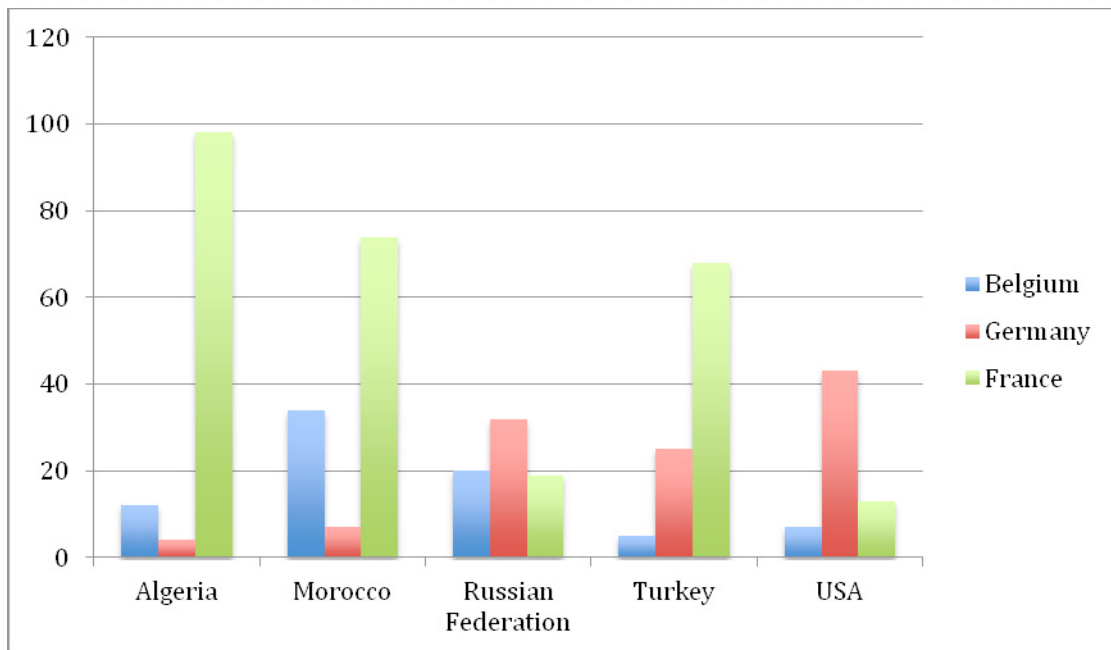


Fig. 4 - Top 5 nationalities in TCN-CBWs distributed by country of residence © 2012 LU EMN NCP

Algeria and Morocco nationals reside mainly in France, citizens from the Russian Federation and the USA in Germany. Perhaps more surprising is to realize that Turkish nationals reside in majority in France.

Concerning TCN-CBWs on the national labour market, data provided by the IGSS has been disaggregated in a) type of working contract, b) professional status and c) beneficiaries of unemployment measures. The table that follows shows the distribution of TCN-CBWs per type of work contract disaggregated by gender. As may be observed, the large majority (87.6%) of TCN-CBWs work under a permanent work contract; 11.7% under a fixed term contract. Values for internship and apprenticeship contracts are residual: only 0.4 % of TCN-CBWs are in these contractual situations.

TCN-CBWs sorted by type of work contract and gender

Type of contract		Gender		Total
		F	M	
Permanent work contract	Total effective	427	531	958
	Total % in type of work contract per gender	39.0%	48.5%	87.6%
Apprentice contract	Total effective	2	2	4
	Total % in type of work contract per gender	0.2%	0.2%	0.4%
Fixed term contract	Total effective	57	71	128
	Total % in type of work contract per gender	5.2%	6.5%	11.7%
Internship contract	Total effective	1	3	4
	Total % in type of work contract per gender	0.1%	0.3%	0.4%
Total	Total effective	487	607	1094
	Total %	44.5%	55.5%	100.0%

Tab. 1 - TCN-CBWs sorted by type of work contract and gender © 2012 LU EMN NCP

Turning now to the professional status criteria⁸⁶, we realize that the large majority of TCN-CBWs are wage earners. All other professional status categories have relatively low figures as illustrated in the chart below. However, a few remarks may be pointed out. Thus, male TCN-CBWs who work as independents are three times more than their female counterpart. The reverse observation can be made for the category named “Other” that includes interim work contracts for instance. Except for this last category, male TCN-CBWs are more numerous than female TCN-CBWs. This certainly reflects the fact that men are more numerous in general in the TCN-CBWs population, but might also be an indication that female TCN-CBWs’ find themselves in terms of professional status in more precarious situations.

⁸⁶ For complete data, please refer to Annex 4.

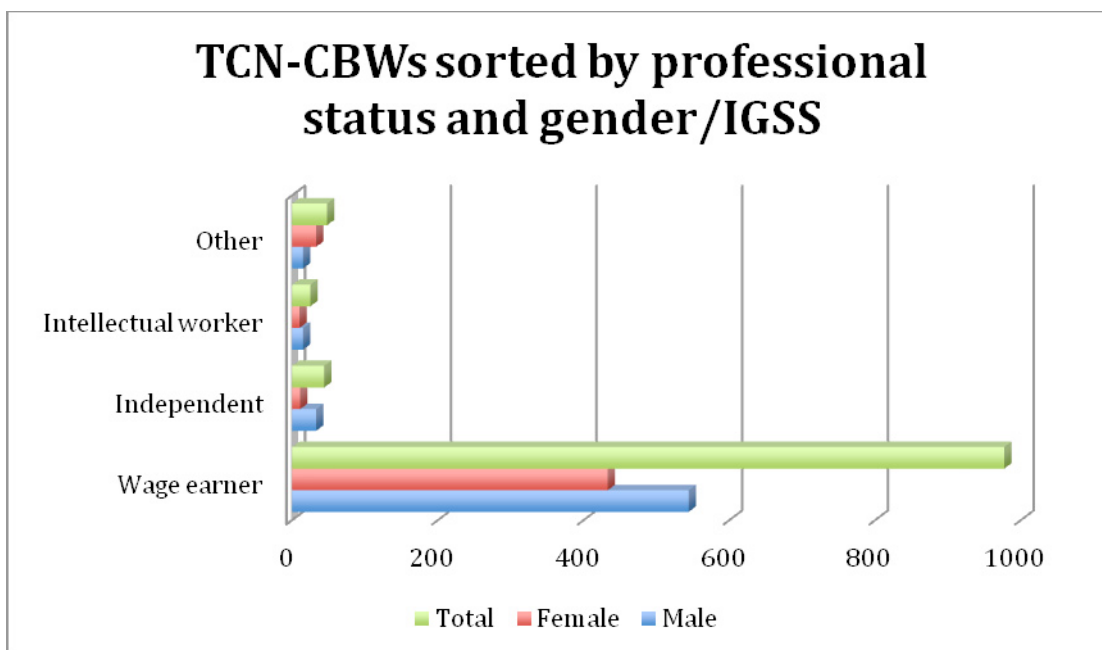


Fig. 5 - TCN-CBWs sorted by professional status and gender © 2012 LU EMN NCP

Finally, according to data from the IGSS, only 0.7% of TCN-CBWs are dole beneficiaries⁸⁷.

4.1.3. Further lifting the veil - results from a questionnaire

A further step in the quantitative analysis for the present study was the mailing of a questionnaire⁸⁸ to the entire target population. The contact details of the latter had been provided to the LU EMN NCP by the IGSS, where every worker is registered including TCN-CBWs. Questions included in the questionnaire covered six main areas: employment/occupation, mobility, migration trajectory, integration and general socio demographic criteria. The threshold to validate the questionnaires had been set to 10% of the target population (1094), which corresponds to 110 answered questionnaires.

⁸⁷ For complete data, please refer to Annex 5.

⁸⁸ For detailed data, please refer to Annex 1.

Summing up:

Total questionnaires sent out:	1094
Total answers received	132
Total validated questionnaires	110

Tab. 2 – Quantitative Questionnaires © 2012 LU EMN NCP

Socio demographic characteristics

From the total retained questionnaires, 47.3% (52) have been answered by women and 51.8% (57) filled out by men with only one individual not providing a gender indication⁸⁹. This figure is almost identical to the general gender distribution among TCN-CBWs identified via the IGSS data analysis and discussed earlier in this study. Hence, male TCN-CBWs seem to be quantitatively speaking more numerous than female TCN-CBWs.

The evaluation of the questionnaires also provided information on the average age of respondents. The result obtained was 38,85 years average age with only 3 individuals not providing information on their age⁹⁰, which is almost the same average age calculated based on the IGSS data (38,5 years).

⁸⁹ For detailed data, please refer to Annex 6.

⁹⁰ For detailed data, please refer to Annex 7.

From a country of residence perspective, the chart below represents the distribution per country of residence⁹¹.

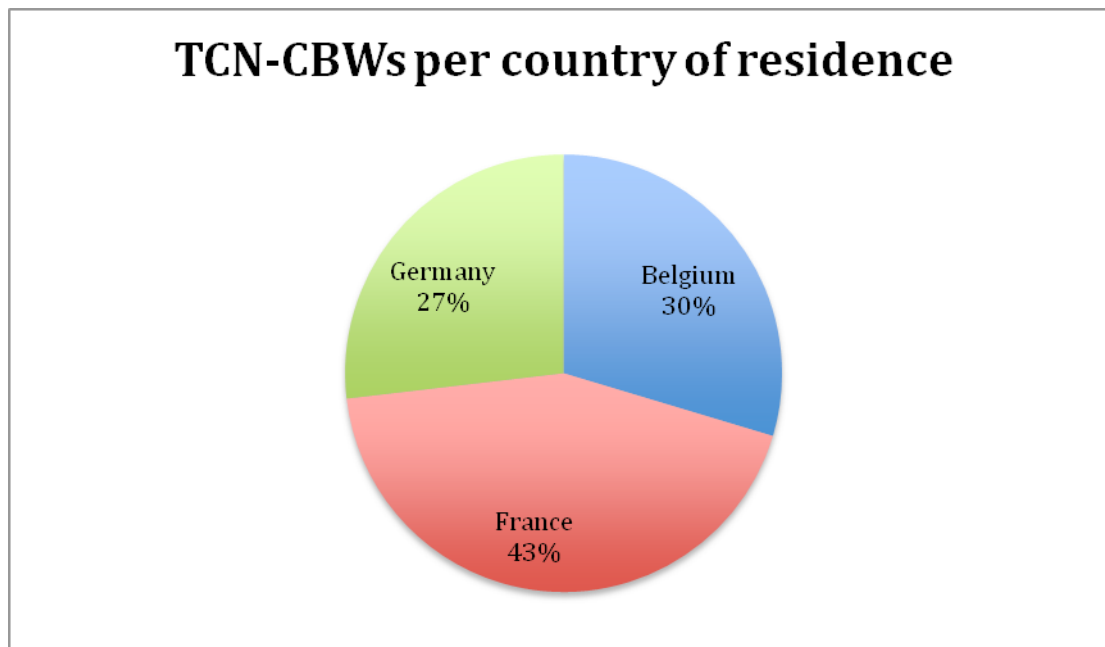


Fig. 6 - TCN-CBWs sorted country of residence © 2012 LU EMN NCP

Slightly more than a quarter of respondents reside in Germany, almost a third in Belgium and the majority in France. Again, the outcome tends to reflect general patterns from a country of residence perspective in the CBW population. Indeed, according to available data analysis on CBWs, half of them reside in France and a quarter in each of the other two neighbouring countries⁹².

⁹¹ For detailed data, please refer to Annex 8.

⁹² Office statistique de la Grande Région & Institut Universitaire International Luxembourg, *Qui sont les travailleurs frontaliers de la Grande Région-Caractéristiques et déterminantes de la mobilité professionnelle*, 2011, p. 36.

From the answers provided by respondents to the question on their nationality at birth, it is possible to establish a top 5 ranking. The chart below perfectly mirrors the results based on the data analysis from the IGSS.

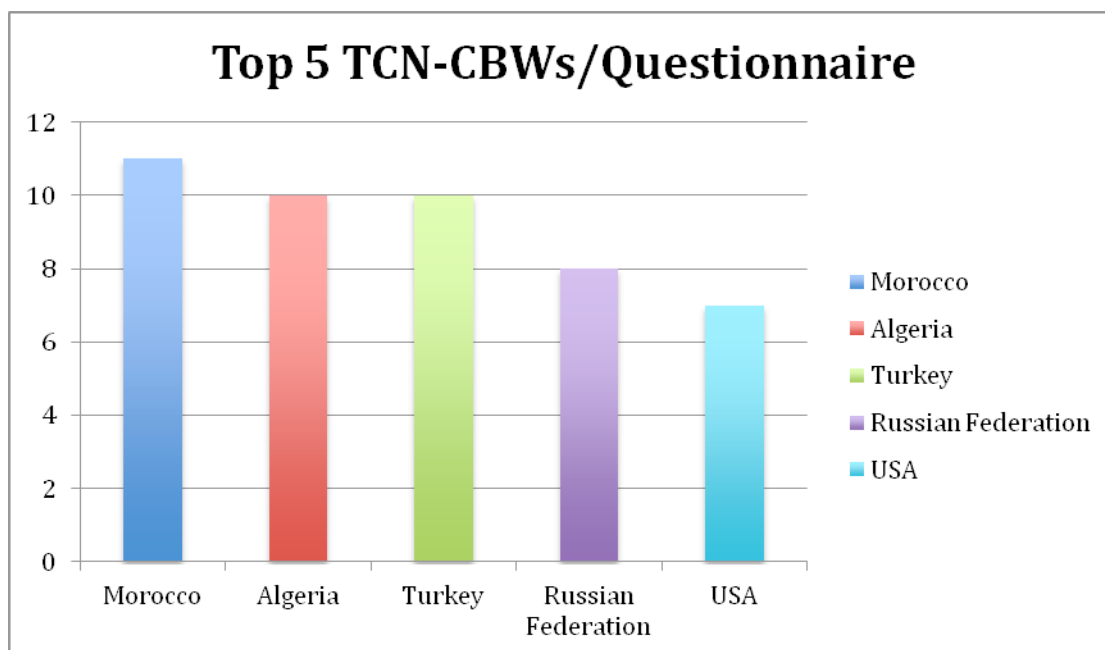


Fig. 7 - Top 5 nationalities in TCN-CBWs © 2012 LU EMN NCP

However, the questionnaire also inquired on further acquired nationalities. 52.7%⁹³ of respondents stated to have acquired the nationality of one of the EU Member States.

Professional activity and mobility

The block of questions about professional activities included in the questionnaire provided further details on the professional status of TCN-CBWs but also on their educational level. 51.8% of the respondents declared to possess a university degree or another type of higher education diploma and 80% stated to work under a full-time (40 hours a week according to national legislation) work contract⁹⁴. Furthermore, 94.5% of respondents asserted to be wage earners and 3.6% independent workers⁹⁵. In a further attempt to detail the professional status of TCN-CBWs, information on educational level and professional status has been crossed. Among independent workers, the share of those holding a higher education degree amounts to 75% and

⁹³ For detailed data, please refer to Annex 9.

⁹⁴ For detailed data, please refer to Annex 10.

⁹⁵ For detailed data, please refer Annex 11.

among wage earners the percentage of those with a higher education certificate is 51.9%⁹⁶. Hence, such numbers seem to indicate that TCN-CBWs tend to belong to the high-skilled labour category. In order to evaluate TCN-CBWs' stability in their current working place, the questionnaire included queries on the time occupied in the current work place and on the time working in Luxembourg. The majority of the respondents (63.6%) hold the current job for less than 5 years. If one cumulates the later percentage with the percentage of those who hold their current job between 5 and 10 years, the total ratio attains 79.1%⁹⁷. More interesting is to compare the later result with the time TCN-CBWs have been working in Luxembourg. 56.4% of TCN-CBWs declared working in the Grand Duchy for less than 5 years and 21.8% between 5 and 10 years⁹⁸. Again, if one cumulates those numbers, the ratio reaches 78.2%, which is very close to the previously estimated ratio illustrating the time exercising the current professional activity. Recalling in parallel that the majority of TCN-CBWs exercise their professional activity on a full-time basis and under permanent work contracts, one might conclude to a certain degree of stability in their professional status. Moreover, the majority of respondents (35,5%) stated to work in large companies with more than 250 employees⁹⁹ and acting on international markets. Indeed, 60% indicated to work for a company with international activities¹⁰⁰.

Answers to the questionnaire also provided insight into the location of the workplace. For the sake of completeness, one has to add that Luxembourg's territory is divided in 12 cantons that form together 3 districts¹⁰¹. Most TCN-CBWs are professionally occupied in the cantons of Luxembourg (49.1%) and Esch/Alzette (16.4%)¹⁰². This is rather a coherent result, since both cantons also encompass the two largest urban, commercial and industrial areas of the country.

Finally, in terms of professional mobility the questionnaire also enquired on previous professional activities carried out in another country. 82.7% of the respondents affirmed to have worked in another country before starting their current professional

⁹⁶ For detailed data, please refer to Annex 12.

⁹⁷ For detailed data, please refer to Annex 13.

⁹⁸ For detailed data, please refer to Annex 14.

⁹⁹ For detailed data, please refer to Annex 15.

¹⁰⁰ For detailed data, please refer to Annex 16.

¹⁰¹ <http://www.luxembourg.public.lu/fr/politique/territoire/districts/index.html>

¹⁰² For detailed data, please refer to Annex 17.

activity In Luxembourg. Among those 54.5% stated that their previous professional occupation took place in another European country¹⁰³.

Another query enquired on the motivations to work in Luxembourg. Respondents had the possibility to totally agree or totally disagree with the proposed statements. The main reasons put forward to justify working in the Grand Duchy were in a descendant order: a) salary, b) possibilities for career development, c) job opportunities in Luxembourg, d) the international working context and e) the professional network¹⁰⁴. Moreover, in a further query respondents were asked to rate individually a serial of proposed statements considered to be important at work. The results show that 90% of the respondents rated 'a good salary' to be very important, almost the same percentage (89.1%) estimated the general 'working conditions' to be a major criteria, 86.4% emphasized the aspect of 'a work that corresponds to personal capacities' and finally 85.5% pointed out the aspect of an 'interesting job'¹⁰⁵. For job-hunting in Luxembourg, TCN-CBWs seem to preferably make use of their personal networks (both private and professional networks). Indeed, to the question about 'how have you been informed about job opportunities in Luxembourg?', 61.8% mentioned their personal network in first position, directly followed by the media (20%). Only 7.3% mentioned official publications as their primary source of information¹⁰⁶.

All in all, TCN-CBWs seem rather satisfied with their current job situations since 94.5% positively rated their level of satisfaction at work¹⁰⁷.

Another area covered by the questionnaire was related to general mobility, in particular transport means used from the place of residence to the working place. It appears that 69.1 % of respondents use in priority their personal car, whereas public transport ranks at the second place but with a far lower share (12,7% declared to use the train and 5.5% the bus). The main reason put forward to justify the preference for the private car seems to be a benefit in time saving during commuting; 23.2% of those surveyed put time considerations in first place¹⁰⁸.

The results of another study about CBWs in general carried out in 2010 point in the same direction. According to the later, 86% of CBWs use their private car and 14%

¹⁰³ For detailed data, please refer to Annex 18.

¹⁰⁴ For detailed data, please refer to Annex 19.

¹⁰⁵ For detailed data, please refer to Annex 20.

¹⁰⁶ For detailed data, please refer to Annex 21.

¹⁰⁷ For detailed data, please refer to Annex 22.

¹⁰⁸ For detailed data, please refer to Annex 23.

public transport, despite an increase in the use of public transport from 2007 to 2010¹⁰⁹.

Further interpreting the results from the questionnaire, it is possible to conclude that 62,7% of TCN-CBWs is approximately 50km distance range from their working place and exactly the same percentage pretended their daily one-way commuting time to be situated between 30 and 90 minutes¹¹⁰. Crossing the variables ‘country of residence’, ‘place of work’ and ‘means of transport used’ provides further insight on the mobility of TCN-CBWs. Hence, if the working place is located in an area with a good public transport network seems to trigger the use of the later.

Migration and Integration

Finally, the questionnaire also incorporated two blocks of questions respectively relating to personal migration trajectory and a self-evaluation of integration. 54.5% of the respondents declared to live in the EU between 5 and 15 years and indicated family related reasons (41.8%) as a first justification for migrating. ‘Studies’ was the second most cited reason for migrating (23.6%) and work reasons appear in third place with a share of 21.8%. Moreover, the vast majority (79.8%) declared to have been through 3 different stages in their personal migration trajectory, thus indicating the degree of mobility. 77% stated to have migrated alone and in parallel 38.8% considered the personal network to be a major facilitator in the migration process; only preceded as an argument by the level of competences (studies and labour skills) which was signalled by a total of 49.4% individuals. Finally, as the biggest barrier in their migration trajectory, respondents identified in first place administrative barriers. According to the interpretation of the results, 50% estimated administrative requirements to be the major problem¹¹¹.

The final part of the questionnaire asked respondents to self-evaluate their level of integration in both the country of residence and in Luxembourg. 90% of respondents feel integrated in their country of residence and 54.5% estimate to be integrated in Luxembourg. Moreover, 69,7% and 78,2% expressed the wish to be further integrated respectively in their country of residence and in Luxembourg¹¹². If one

¹⁰⁹ Gerber Philippe et Schmitz Frédéric, *Voiture ou transports en commun ? Comment les frontaliers se rendent-ils au travail en 2010*, in *Vivre au Luxembourg n°78* du CEPS/INSTEAD, 2011.

¹¹⁰ For detailed data, please refer to Annex 24.

¹¹¹ For detailed data, please refer to Annex 25.

¹¹² For detailed data, please refer to Annex 26.

disaggregates the data obtained on integration in Luxembourg per country of residence, TCN-CBWs residing in Germany seem to have more problems in terms of integration in Luxembourg: 53.3% of TCN-CBWs residing in Germany declared not feeling integrated in Luxembourg, whereas the shares for Belgium and France residents are respectively 32.1% and 34.9%¹¹³.

Finally, the majority (92.7%) of respondents maintain regular contacts with the country of origin, in particular through communications with family and friends (91,2%) and travelling back at least once a year (68.2%)¹¹⁴.

4.1.4. Final close-up – the human story hiding behind the numbers

The final part of the present study reviews the answers provided during face-to-face semi-structured interviews with TCN-CBWs. Although the limited number of interviews (6) carried out hardly allows to reach direct general conclusions, it nevertheless gives an illustration of the human stories behind the statistical numbers, i.e., crossing individual stories with the results of the quantitative data analysis and highlight if appropriate certain aspects of TCN-CBWs profiles¹¹⁵.

In sum, 6 face-to-face semi-structured interviews have been realised with TCN-CBWs who had previously given their written consent to an interview. Thus, 3 women and 3 men equally distributed in terms of country of residence, i.e., 2 from Germany, 2 from Belgium and 2 from France were interviewed in the course of July and August 2012. It turned out to be impossible (so far) to realise 11 interviews (10% of 110 validated questionnaires), which was the target that had initially been set. Difficulties are possibly linked to the summer break period and consequently people's absence.

Due to personal data protection exigencies, the names of interviewees when quoted have been changed.

As far as general characteristics of interviewees are concerned, all of them declared to be married with children. Moreover, 5 out of 6 are married to a EU-citizen, which certainly impacts on the intra-EU mobility. In terms of education, all of them stated to possess a university degree and can therefore be considered as high-skilled migrants. Finally, 4 out 6 acquired a EU Member State nationality in the course of

¹¹³ For detailed data, please refer to Annex 27.

¹¹⁴ For detailed data, please refer to Annex 28.

¹¹⁵ Full transcription of the interviews can be provided.

their migration trajectory, which again lifted initially encountered barriers to intra-EU mobility. Nevertheless, the acquisition of a EU Member State nationality may be interpreted as a major part in a personal migration trajectory and should therefore not be neglected in trying to establish the profile of TCN-CBWs.

4 out of 6 interviewees declared marriage or a partnership to be the first reason to migrate while the 2 remaining indicated studies as a first reason.

The different stages in their individual migration trajectories differ substantially and pretty much depended on their respective starting points, life encounters and job opportunities. It seems therefore necessary to briefly summarize their personal migration history before moving further, so that differences and similarities can better be apprehended.

The disenchanted

Mr W. was born in Algeria 36 years ago. After marriage, his wife, a European citizen, was not able to well integrate in his country of origin: that was the trigger to leave for Europe. In Belgium, his current residence country, Mr W. had the feeling to start his life all over again¹¹⁶ in particular because he had a “good situation back home”¹¹⁷ and his diplomas were not recognised in Europe. In his own words, “he left for the unknown”¹¹⁸ and had the feeling that all of a sudden, “eight years of his life were being erased”¹¹⁹.

Asian genes

Still a student, Mrs A. decided to leave her native Japan to complete her educational journey in the UK, first as an exchange student and later to complete a master’s degree. Following her studies, she started to work in the UK and eventually got married to a German national also living in the UK. Her husband ultimately found a new job in Luxembourg and both decided to move back to Germany and continue their professional career in the Grand Duchy. Living in Europe for several years now

¹¹⁶ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :06 :24-5), own translation.

¹¹⁷ *Ibidem*

¹¹⁸ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :11 :13-5), own translation.

¹¹⁹ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :21 :59-2), own translation.

and not having plans to return to Japan, Mrs. A remains very attached to her native culture: “I can integrate, but me, myself, I myself is going to be always Japanese”¹²⁰.

The International

As a child, her family moved from Argentina to the USA. Later as an adult, Mrs B. started her professional career in the USA and eventually met her future husband. Working for a multinational company, the possibility to change working place became a reality. The later possibility perfectly fitted common life plans and so migration became an integral part of their personal and professional development. After leaving the US, Mrs. B first came to Paris in France. One year later, she decided to move to Brussels, which would be followed by a three-year return to her native Argentina. After three years in Buenos Aires, the family, in the meantime enlarged with the birth of her first daughter, decided to move back again to Europe but this time for Zurich first before establishing themselves more permanently in Belgium.

Comparative advantages

The first reason for Mr O. to migrate was related to his doctoral studies and France became his European host country. Once his studies completed, job-hunting in France proved to be very complicated. Making use of his professional network and enlarging the geographical scope in his job search, the Grand Duchy materialized as a possibility. The choice to reside in France and work in the Grand Duchy is above all based on what Mr O. identifies as comparative advantages.

Becoming a TCN-CBW

The personal migration history of Mrs K. is a good example of how policies and politics above all may trigger and define migration. In 1987, Mrs K. decided to flee her native Poland, still under communist rule, for Austria where she obtained refugee status. As a young adult, she decided to pursue her education in the USA, a country she ends up acquiring the citizenship and where she kicks off her professional life. Working for a multinational company in a senior management position, professional exigencies take her back to Europe in 1997. Eventually, she starts working and living

¹²⁰ Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :38 :52-0).

in Luxembourg from 2000 onwards. However, a major health problem affecting her daughter could not be handled in a satisfactory manner in the Grand Duchy. On the other side of the border, more precisely in Germany, alternatives were available and the family therefore decided to move abroad.

A question of mentality

As a young US born citizen and starting off his professional life, Mr M. fell for his future wife at a family gathering in the USA. She was French, from the Alsace region, and Mr M. decided to try his luck in Europe a couple of months later. His professional career led him closer to the Luxembourgish border. He would take up his first job in Luxembourg in 2000, after ten years working in France. The reason however to reside on the French side was simply because Mr M. had already acquired a house. Although he enjoys the quality of life in France, as far as work is concerned, he feels that the Luxembourgish mentality at work is more similar to the experience he brought with him from the USA. “I like the openness, I like the sense of opportunity that exists in Luxembourg...”¹²¹.

The above summarized migration stories show indeed the eclecticism behind each individual history. Even if some traits can be common, such as being highly skilled and married to a EU citizen, their live paths differ in many ways.

When asked about difficulties encountered in their migration trajectory in general and as a TCN-CBWs in particular, all the interviewees highlighted the administrative barriers. However and depending on their personal situation, administrative requirements affected them in different ways. Mr W. emphasised the fact that his diplomas have not been recognised, which gave him a feeling of starting all over again¹²² and certainly had consequences for his recruitment in the labour market. According to Mr W. his current professional activity does not correspond at all to his professional experience¹²³. Mr M., on the other hand, did not have any problems to see his American diplomas recognised. However, in his case the major difficulty at first was getting the permit to reside and work in France: “It turned out to be a very

¹²¹ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :20 :52-8).

¹²² Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :06 :24-5), own translation.

¹²³ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :32 :50-5), own translation.

difficult process. Big issue was the nationality, I mean, being an American with no work permit in France was difficult to have a company to take on the burden of sponsoring somebody like me. I was lucky in the sense that the company was prepared to sponsor me and do all of the administrative effort to get my work permit in France”¹²⁴. His administrative requirements took a first turn after he married to his French wife: “The only thing in that area that changed when I was married was that my work permit then became valid for ten years”¹²⁵. The fact that the validity of his work permit became lengthier after his marriage (from 1 to 10 years validity) seems somehow incomprehensible for Mr M. “They chose, I guess, marriage is one of the ways to define if you are stable or of you are, you know, somebody who’s going to stick around for a while. I don’t know if that really makes a whole lot of sense personally. Because to me, my stay in France, to the French government really, was completely predicated or resolved around my professional life. (...) So, I don’t understand the logic behind why, if I’m married, then it changes the rules if you want”¹²⁶. Indeed, being married to a EU citizen facilitates the paperwork when you reside and work in the same country. Mrs B. or Mrs A. for instance had no problem in getting a work permit because they were married to a EU citizen when they started to work in the EU¹²⁷.

However, the situation changes again when you become TCN-CBW, despite being married to a EU citizen who’s not exercising his or her right to free movement within the EU. Hence, Mr M. realised, as he started working in Luxembourg, that his French work permit had no validity for accessing the Luxembourgish labour market, despite being married to a EU citizen. Mrs A. on the other hand had no problem at the beginning as long as her husband was a CBW. Yet, when her husband took up a job in Germany and therefore stopped being a CBW, her situation suddenly changed and her right to intra-EU mobility jeopardized: “ I think that once we got some kind of confirmation that he is going to quit working in Luxembourg, then I think, then I could apply for the visa as a TCN commuter. But until I got the certificate that he is

¹²⁴ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :06 :34-9).

¹²⁵ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :10 :39-0).

¹²⁶ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :13 :11-1).

¹²⁷ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :15 :05-4) and Semi-structured interview n°5 realized on 31 July 2012, time in recording (00 :08 :31-0).

going to quit, I was not allowed to apply”¹²⁸. “It didn’t go in time, I had to quit once and I had to enter the company again”¹²⁹.

For those who started their migratory journey for the purposes of studies, the administrative situation was quite different. Despite some initial integration problems because of different school system¹³⁰ and cultures, coming to the EU for the purposes of studies seems easier because migration is part of a particular framework¹³¹. However, the shift from a student status to a labour migrant status, once the studies finished, seems more complicated. Mr O. stated: “When I started to face problems was when my scholarship ended. Finding a job in France was extremely difficult for me. I remember it as if it was yesterday although it goes back to 2001. I sent between fifty and eighty job applications and not one single positive answer¹³². I think employers didn’t want to recruit foreigners, because you know, they would afterwards need to face all these administrative obstacles”¹³³.

When asked about the reasons for commuting, interviewees mentioned job opportunities in Luxembourg¹³⁴, thus illustrating again that the Grand Duchy is a pole of attraction in terms of labour market within the Greater Region. Furthermore, what also seems to be a factor of attractiveness in Luxembourg’s labour market is its international feeling or touch¹³⁵ on one hand and higher salaries on the other¹³⁶. Financial comparative advantages, such as cheaper housing prices in the neighbouring countries, better social benefits and fewer taxes paid in Luxembourg have been pointed out¹³⁷. However, interviewees also put forward family reasons to justify the commuting such as the school system for their children considered to be

¹²⁸ Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :20 :08-4).

¹²⁹ Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :22 :58-3).

¹³⁰ Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :10 :52-0) or Semi-structured interview n°5 realized on 31 July 2012, time in recording (00 :00 :14-9).

¹³¹ Semi-structured interview n°4 realized on 17 July 2012, time in recording (00 :15 :19-7) and Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :15 :05-4).

¹³² Semi-structured interview n°4 realized on 17 July 2012, time in recording (00 :15 :19-7), own translation.

¹³³ Semi-structured interview n°4 realized on 17 July 2012, time in recording (00 :17 :10-0).

¹³⁴ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :18 :57-2) or Semi-structured interview n°3 realized on 12 July 2012, time in recording (00 :18 :13-3).

¹³⁵ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :20 :52-8) or Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :34 :18-9).

¹³⁶ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :37 :31-8) or Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :20 :52-8).

¹³⁷ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :20 :52-8) or Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :37 :31-8).

more appropriate in their respective country of residence¹³⁸. Conversely, disadvantages put forward by all the interviewees are time spent in commuting¹³⁹ and the consequent loss of time for family life, extra transport costs, the language barrier¹⁴⁰ and the suspicion sometimes felt towards TCN-CBWs by Luxembourg's residents¹⁴¹.

Another set of questions during the interviews focused in particular on integration and feelings of belonging. Answers given by interviewees illustrate once more the complexity of identity construction among TCN-CBWs. In one case, the person stated feeling like “belonging to three countries”¹⁴²: country of origin, country of residence and Luxembourg. However, the majority seems to have stronger links to the country of residence¹⁴³ compared to the country of origin or Luxembourg¹⁴⁴. This idea can further be reinforced through the answers provided to the question on further migration plans. 4 out of 6 stated to have no intention of migrating further, thus, indicating a certain degree of stability. Actually, further movements when mentioned seem to depend on professional opportunities and/or on the family situation (kids in school for example)¹⁴⁵. Feeling at home in their respective country of residence, does not prevent TCN-CBWs to maintain regular links to their countries of origin. All of them declared to keep such links in a way or another. It can be just a phone call, travelling back for holidays or sending remittances back home. Finally, when asked about plans to return back to their country of origin, one person stated “never”¹⁴⁶, a second one considered return plans to be “on standby” for the moment¹⁴⁷, a third one made such a decision dependent on a job opportunity¹⁴⁸ and two of them envisage the possibility of return after retirement¹⁴⁹.

¹³⁸ Semi-structured interview n°4 realized on 17 July 2012, time in recording (00 :33 :27-8) or Semi-structured interview n°5 realized on 31 July 2012, time in recording (00 :17 :31-4).

¹³⁹ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :37 :31-8) or Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :23 :10-0).

¹⁴⁰ Semi-structured interview n°5 realized on 31 July 2012, time in recording (00 :40 :03-2).

¹⁴¹ Semi-structured interview n°6 realized on 1 August 2012, time in recording (00 :31 :59-0).

¹⁴² Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :49 :45-9).

¹⁴³ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :37 :28-2) or Semi-structured interview n°3 realized on 13 July 2012, time in recording (00 :33 :30-5).

¹⁴⁴ Semi-structured interview n°4 realized on 12 July 2012, time in recording (00 :06 :34-9).

¹⁴⁵ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :39 :18-6).

¹⁴⁶ Semi-structured interview n°5 realized on 1 August 2012, time in recording (00 :44 :21-3).

¹⁴⁷ Semi-structured interview n°1 realized on 11 July 2012, time in recording (00 :40 :56-3).

¹⁴⁸ Semi-structured interview n°2 realized on 12 July 2012, time in recording (00 :35 :24-1).

¹⁴⁹ Semi-structured interview n°4 realized on 17 July 2012, time in recording (00 :41 :17-9) or Semi-structured interview n°5 realized on 31 July 2012, time in recording (00 :42 :32-8).

In sum, interviews allowed to get a clearer image on TCN-CBWs and the main conclusion seems to be that is no ‘one size fits’ history as could have been expected.

5. Conclusion

From the analyses that precede, one may first of all conclude that Luxembourg has developed its own attractiveness in terms of labour market within the Greater Region. Luxembourg's attractiveness seems to be linked to its own labour migration policies on one hand; most notably its opening to the Greater Region, and its comparative advantages on the other hand. Job opportunities, higher salaries, better social benefits in Luxembourg combined with lower living costs in the neighbouring frontier regions appear to enhance attractiveness. The latter aspect should not be neglected in terms of policy development on both sides of the border; otherwise the apparent win-win situation could be jeopardized in the future. Luxembourg absorbs the surplus of available labour in the Greater Region on one hand, but its economic development intrinsically depends on that labour on the other. For that situation to prevail, offer and labour demand need to match, both quantitatively and qualitatively. So, areas such as labour market, demographic development and education need to be addressed jointly. Concerning education, the recognition of diplomas attributed in third countries could also be enhanced.

In terms of profiles of TCN-CBW, one may conclude that the majority of TCN-CBW is relatively young, in active age, rather highly skilled with stable working conditions. On the latter, one may add that, the majority of TCN-CBWs are wage earners, work under permanent full-time contracts and occupy their current professional activity on average between 5 and 10 years. Moreover, TCN-CBWs seem to be overall satisfied with their general working conditions. This has been confirmed by both the results from the questionnaires and the answers provided during face-to-face semi-structured interviews. From a country of residence perspective, the majority lives in France (approximately 50%), while Belgium and Germany are the residence place for a quarter of TCN-CBWs each. Furthermore, the analysis of the nationalities showed that resident TCN and TCN-CBWs have different origins. TCN-CBWs to some extent reflect historical ties between their respective country of residence and country of origin. Moreover, the majority stated to feel more integrated in the country of residence compared to Luxembourg. The latter is certainly an aspect to take into account in terms of social cohesion.

In terms of migration mobility, the picture is heterogenic and therefore difficult to extract a single pattern. Personal histories depend on the respective starting points, life encounters and career opportunities. However, some difficulties identified have common traits. Most notably, the administrative burden seems to be the main concern for TCN-CBWs leading to a certain personal instability. What seems to lift the burden is when an institution (a university for example) or a company takes on part of or entirely the paperwork. Major difficulties seem to be linked to permits to work and permits to reside. TCN-CBWs get per definition a residence permit in their country of residence while Luxembourgish authorities deliver their work permit. Problems may surface when the time of validity of those documents does not correspond, a situation that can lead to stressful situations. The individual portability of these permits could be an attempt to clarify such problems and enhance intra-EU mobility. Making the free movement right of TCN-CBWs conditional to being married to a EU-citizen or having the long-term resident status hampers mobility and is hardly understood by those concerned.

Finally, other areas of policy making that might deserve some attention is the development of transport infrastructures. With growing numbers of CBWs on the national labour market, considering that the majority uses a personal car to commute while time spent in commuting seems to be a concern, authorities on both sides of the border should continue their common efforts to develop a common integrated mobility policy.

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7. Annex

Annex 1: Quantitative questionnaire

Work/Occupation

1. Since when do you have your current professional occupation?

In case you have more than one occupation please indicate the one that you have worked the longest. Please indicate month and year. Example: March 2001: 03/2001

___/___

2. In which locality (commune) is your current working place located in Luxembourg? (not necessarily the company's location). Example: Walferdange, Esch/Alzette

3. What's your current professional activity in Luxembourg? Please specify by using your professional title given by your company. Example: nurse, engineer, salesman, etc.

4. What is your labour status?

Independent worker (all types: liberal professions, industrials, businessmen, etc.)

Salaried worker (private and public sectors)

5. Please indicate the type of company/institution/ organization/activity you work for in Luxembourg.

Micro enterprise (0 – 9 employees)

Small enterprise (10 – 49)

Medium enterprise (50 – 249)

Large enterprise (More than 250)

Unknown

6. In your opinion the company/organisation/institution/activity for which you work, has its activities

Limited to Luxembourg

In Luxembourg and abroad

Unknown

7. Do you have a leading/management position in your company/institution/organization?

Yes No

8. If yes: How many people are you responsible for? Please indicate the number.

9. **Since when have you been working in Luxembourg?** Please indicate month and year.
Example: March 2001: 03/2001

___/____

10. **Did you have another professional activity in Luxembourg prior to the current one?**
Yes No

If no: Please pass to question 13

11. **What was your previous professional activity?**

12. **How many employers have you worked for?**

13. *If no*, have you worked in other country before working in Luxembourg?

Yes No

If no: Please pass to question 15

14. **Please indicate the last country you worked in before coming to Luxembourg?**

15. **Do you work at the moment full-time or part-time?**

Full-time Part-time

16. **What is the type of work contract you have?**

Open term contract

Fixed term contract

Temporary contract (interim)

No contract

17. **If you work part-time, do you have more than one job in Luxembourg?**

Yes No

18. **If you have more than one professional activity, please indicate here the type, the number of hours affected and the working place for the different occupations.**

Type of occupation	Number of working hours

19. **What is the type of work contracts you have? Several answers possible**

Open term contract

- Fixed term contract
- Temporary contract (interim)
- No contract

20. Are you a posted worker?

Yes No

21. Are you a transferred worker?

Yes No

22. What are your personal reasons to work in Luxembourg? (Please weight each reason accordingly. - 3 = not important at all; +3 = very important)

	-			+		
	-3	-2	-1	+1	+2	+3
Job opportunities in Luxembourg	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career development opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Long period of unemployment in your country of residence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Few job opportunities in your country of residence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of income	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional networks in Luxembourg	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The international labor market context in Luxembourg	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Better possibilities to reconcile professional and private life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It was the only position I found	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Others _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

23. Please indicate your degree of satisfaction with your labour situation? (-3 = totally unsatisfied; +3 = totally satisfied)



Job satisfaction	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
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24. Here are some aspects of a job that people say are important. Please look at them and indicate to which degree you find them important (-3 = not important at all; +3 = totally important)

Good pay	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
----------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

Pleasant people to work with	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
------------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

Not too much pressure	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
-----------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

Good job security	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
-------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

Good chance for promotion	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
---------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

A job respected by people in general	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
--------------------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

Good hours	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
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An opportunity to use initiative	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
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A useful job for society	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
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Generous holidays	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
-------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
--	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
--	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
--	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

	<input type="checkbox"/> -3	<input type="checkbox"/> -2	<input type="checkbox"/> -1	<input type="checkbox"/> +1	<input type="checkbox"/> +2	<input type="checkbox"/> +3
--	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------	-----------------------------

	-3	-2	-1	+1	+2	+3
	-3	-2	-1	+1	+2	+3
	-3	-2	-1	+1	+2	+3
	-3	-2	-1	+1	+2	+3

25. How did you get informed about job opportunities in Luxembourg?
Please indicate what corresponds. Several answers possible.

- Family members
- Friends
- Public administrations in your country of origin
- Public administrations in Luxembourg
- Work colleagues
- Internet
- Newspapers
- Company/institution/organization
- Other: _____

26. Did somebody help you to find your professional occupation in Luxembourg?

- Family
- Friends
- Acquaintances

27. Have you experienced any form of discrimination in your current professional life due to the fact that you don't live in Luxembourg

Yes No

28. If yes: Please indicate the discriminations you experienced

_____, _____, _____
 _____, _____, _____
 _____, _____, _____

Transport

29. What kind of conveyance do you use to get to your working place?
Please indicate what corresponds. Several answers possible.

- Own car
- Car sharing
- Train
- Bus
- Other: _____

30. What's the main reason to use the conveyance you indicated above?

31. What's approximately the distance from your place of residence to your place of work?

_____ km

32. How long does it take for you to get to work?

_____ min

33. What is approximately the monthly budget allocated to transport related to work in your household?

_____ Euros

Migration

34. Since when have you been living in the European Union (EU)? Please indicate the month and the year. Example: March 2001: 03/2001

___/____

35. Which was the first EU Member State you arrived to?

36. In which country do you live now?

Belgium France Germany

37. What was the first purpose of your immigration to an EU Member State? Please indicate what corresponds.

- Work
- Family reunification
- Studies
- Seeking for Asylum/International protection
- Other: _____

38. Did you migrate

- Alone
- With family members
- Family came later

39. Please indicate what was helpful during your migration process?

_____, _____, _____

40. Did you experience any hurdles/obstacles during your migration process?

_____, _____, _____

41. Please indicate the different steps of your migration path from the very beginning until now?

_____, _____, _____
 _____, _____, _____
 _____, _____, _____

Ties with the country of origin

42. Do you maintain ties with your country of origin?

Yes No

If no: Please continue with question 44

43. Please indicate the type of ties that you maintain?

_____, _____, _____
 _____, _____, _____
 _____, _____, _____

44. Do you visit your country of origin?

More than once a year
 Once a year
 Less than once a year
 Not at all

45. Which country do you feel most attached to? Several answer possible.

Luxembourg
 Your country of residence
 Your country of origin
 Other country _____
 None

46. Are you planning to return to your country of origin? (Please weight each reason accordingly. - 3 = not at all; +3 =totally sure)

	-					+
I want to return to my country of origin	-3	-2	-1	+1	+2	+3
I want to migrate to another country	-3	-2	-1	+1	+2	+3
I want to establish myself in Luxembourg	-3	-2	-1	+1	+2	+3
I want to stay where I live	-3	-2	-1	+1	+2	+3

Social and cultural activities

47. In which country do you spend most of your leisure time?

- Luxembourg
- Country of origin
- Other: _____

48. What percentage of your leisure time do you spend in Luxembourg?

- 49. Are you member of a Luxembourgish:**
- association
- non-profit organisation
- syndicate
- Other types of organisation: _____

- 50. Where do most of your current friends live?**
- In Luxembourg
- In my country of residence
- In another country: _____

- 51. What nationalities your current friends have?**
- Luxembourgish
- German
- French
- Belgian
- Same as mine
- Others: _____

52. Which language do you mostly use

- With your friends _____
- At your work place _____
- In your family _____

Socio-demographic data

Finally, we would ask you to provide us with some further information. Once again we wish to assure you that your personal information will be treated with the utmost confidentiality and that the results will be evaluated anonymously.

Sex: Female Male Other

Age: _____

Nationality at birth: _____

Current nationality: _____ since _____

Other nationality: _____

Mother tongue: _____

Other languages that you speak fluently:

_____ , _____ , _____

Education _____ University degree Yes No

Marital status: Single Married Partnership Divorced

Do your partner/spouse works in Luxembourg? Yes No

What is the nationality of your partner/spouse? _____

Sector of your current professional activity? Please cross only one

- | | |
|---------------------------------------|--------------------------|
| Agriculture, hunting, forestry | <input type="checkbox"/> |
| Fishing, aquaculture | <input type="checkbox"/> |
| Extractive industries (mining) | <input type="checkbox"/> |
| Manufacturing industries | <input type="checkbox"/> |
| Electricity, gas, water supply | <input type="checkbox"/> |
| Construction | <input type="checkbox"/> |
| Commerce, automobile repair | <input type="checkbox"/> |
| Hotels & Restaurants | <input type="checkbox"/> |
| Transport & Communication | <input type="checkbox"/> |
| Financial Services | <input type="checkbox"/> |
| Real Estate & Company services | <input type="checkbox"/> |
| Public administration | <input type="checkbox"/> |
| Education | <input type="checkbox"/> |
| Health & social services | <input type="checkbox"/> |
| Social & personal collective services | <input type="checkbox"/> |
| Household services, cleaning | <input type="checkbox"/> |
| Extra-territorial activities | <input type="checkbox"/> |
| Unknown | <input type="checkbox"/> |
| Other: _____ | <input type="checkbox"/> |

How high is your personal net monthly income?

Less than 1000 €

More than 1000 € but less than 2000 €

More than 2000 € but less than 3000 €

More than 3000 € but less than 4000 €

More than 4000 € but less than 5000 €

More than 5000 € but less than 6000 €

- More than 6000 € but less than 7000 €
- More than 7000 € but less than 8000 €
- More than 8000 € but less than 9000 €
- More than 9000 € but less than 10000 €
- More than 10000 €

Very last question about integration !

To what extent do you agree with the following issues? Please weight each aspect;

(-3 = totally disagree; +3 = totally agree)

	-					+
I feel integrated in the Luxembourgish society	-3	-2	-1	+1	+2	+3
I feel integrated in my country of residence	-3	-2	-1	+1	+2	+3
I wish to be better integrated in the Luxembourgish Society	-3	-2	-1	+1	+2	+3
I wish to be better integrated in my country of residence	-3	-2	-1	+1	+2	+3

I propose the following measures to improve the situation of cross border workers in Luxembourg

_____ , _____ , _____

_____ , _____ , _____

_____ , _____ , _____

Thank you very much for your cooperation!

Annex 2 Semi-structured interview

Individual profiles and migration trajectories of third-country national cross-border workers - The case of Luxembourg

Interview sheet

Remember to:

- Thank you for the acceptance of our invitation and present yourself
- Reassure the interviewee about the confidentiality of the information provided
- Ask for permission to record the conversation and start recording

- Inform the interviewee about the EMN, the focus and objectives of the study and the procedure for the interview including approximate duration.
- Link to the qualitative aspect of the study (questionnaire)
- Also insist on the aspect that the study focuses on TCN cross-border workers
- Inform about the transcript of the interview
- Ask for the possibility to call back if doubts with the transcript
- Do you want to read the transcript and comment on it?
- Would you be interested in receiving the final findings from the study?
- Ask the interviewee, if she or he has any questions

Interview number _____

Personal facts

Gender: M or F Age : _____

Marital status : Married Single Divorced

Widowed Living in couple Other

Nationality at birth : _____

Country of birth : _____

Country of residence: _____

Current nationality : _____ (if different from nationality at birth, since when acquired _____)

Other nationality : _____

Level of education (last diploma obtained) : _____

Current legal status :

TCN with long-term resident status

TCN married to a EU citizen

Blue Card TCN

Transferee/detached worker

EU citizen

Other

What's your current professional activity ? : _____

What's your position in the company you work for ? : _____

In which « commune » do you work in Luxembourg ? : _____

Guideline questions for the interview

a) Migration profile

1. Could you please tell me about your migration trajectory in particular the different steps you undertook until now?
2. What was your first reason to migrate ?
3. What would you consider to be the main difficulties encountered during your migration trajectory ?

4. What decided you to reside in your country of residence and work in Luxembourg ? (Follow-up on salary, social welfare system, living facilities etc. if necessary)
 5. What would you advice/recommend to someone willing to follow the same choice ?
- b) Job conditions
6. How did you find out about the job opportunities in Luxembourg ?
 7. Do you feel your current professional occupation corresponds to skill level ?
 8. Did you find it easy to get a work permit for Luxembourg as a TCN cross-border worker ?
 9. How would you judge your general working conditions ?
 10. As a cross-border worker, what would you consider to be advantages/disadvantages/difficulties ?
 11. As a TCN cross-border worker, do you feel treated differently from EU cross-border workers ?
- c) Ties and links
12. Do you keep links with your country of origin ? (follow-up on type and frequency of these contacts)
 13. Do you eventually envisage a return to your country of origin ?
 14. How would you judge your level of integration in your country of residence ?
 15. How would you judge your level of intergration in Luxembourg ?
 16. Do you eventually envisage the possibility to migrate further to another country ?
 17. How would you judge the relationship between cross-border workers and luxembourgish residents ?

About the interview

Location of the interview : _____

Lenght of the interview : _____

Annex 3 Cross table country of residence and gender

			Gender		Total
			Female	Male	
Country of residence (corrected)	BE	Number	129	154	283
		% included in the country of residence	45.6%	54.4%	100.0%
		% per gender	26.5%	25.4%	25.9%
		% in total	11.8%	14.1%	25.9%
	DE	Number	116	169	285
		% included in the country of residence	40.7%	59.3%	100.0%
		% per gender	23.8%	27.8%	26.1%
		% in total	10.6%	15.4%	26.1%
	FR	Number	242	284	526
% included in the country of residence		46.0%	54.0%	100.0%	
% per gender		49.7%	46.8%	48.1%	
	% in total	22.1%	26.0%	48.1%	
Total	Number	487	607	1094	
	% included in the country of residence	44.5%	55.5%	100.0%	
	% compris dans Sexe	100.0%	100.0%	100.0%	
	% du total	44.5%	55.5%	100.0%	

4. What decided you to reside in your country of residence and work in Luxembourg ? (Follow-up on salary, social welfare system, living facilities etc. if necessary)
 5. What would you advice/recommend to someone willing to follow the same choice ?
- b) Job conditions
6. How did you find out about the job opportunities in Luxembourg ?
 7. Do you feel your current professional occupation corresponds to skill level ?
 8. Did you find it easy to get a work permit for Luxembourg as a TCN cross-border worker ?
 9. How would you judge your general working conditions ?
 10. As a cross-border worker, what would you consider to be advantages/disadvantages/difficulties ?
 11. As a TCN cross-border worker, do you feel treated differently from EU cross-border workers ?
- c) Ties and links
12. Do you keep links with your country of origin ? (follow-up on type and frequency of these contacts)
 13. Do you eventually envisage a return to your country of origin ?
 14. How would you judge your level of integration in your country of residence ?
 15. How would you judge your level of intergration in Luxembourg ?
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Location of the interview : _____

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	DE	Number	116	169	285	
		% included in the country of residence	40.7%	59.3%	100.0%	
		% per gender	23.8%	27.8%	26.1%	
			% in total	10.6%	15.4%	26.1%
	FR	Number	242	284	526	
% included in the country of residence		46.0%	54.0%	100.0%		
% per gender		49.7%	46.8%	48.1%		
		% in total	22.1%	26.0%	48.1%	
Total	Number	487	607	1094		
	% included in the country of residence	44.5%	55.5%	100.0%		
	% compris dans Sexe	100.0%	100.0%	100.0%		
		% du total	44.5%	55.5%	100.0%	

Annex 4: Professional status

		Numbers	%	Valid %	Cumulated %
Valid	Wage earner	977	89.3	89.3	89.3
	Independent	44	4.0	4.0	93.3
	Intellectual worker	25	2.3	2.3	95.6
	Others	48	4.4	4.4	100.0
	Total	1094	100.0	100.0	

Annex 5: Unemployment

		Numbers	%	Valid %	Cumulated %
Valid	Others	1086	99.3	99.3	99.3
	Dole beneficiary	8	.7	.7	100.0
	Total	1094	100.0	100.0	

Annex 6: Distribution according to gender/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Female	52	47.3	47.3	47.3
	Male	57	51.8	51.8	99.1
	Not mentioned	1	.9	.9	100.0
	Total	110	100.0	100.0	

Annex 7: Average Age/Questionnaire

N	Valid	106
	Missing	4
Average		38.85
Median		37.00
Mode		33

Annex 8: Country of residence/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Belgium	32	29.1	29.1	29.1
	France	47	42.7	42.7	71.8
	Germany	29	26.4	26.4	98.2
	Not mentioned	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Annex 9: EU citizenship/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Yes	58	52.7	52.7	52.7
	No	49	44.5	44.5	97.3
	Not mentioned	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

**Annex 10:
University or higher education degree/Questionnaire**

		Numbers	%	Valid %	Cumulated %
Valid	Yes	57	51.8	51.8	51.8
	No	49	44.5	44.5	96.4
	Not mentioned	4	3.6	3.6	100.0
	Total	110	100.0	100.0	

Annex 11. Professional status/Questionnaire

		Effectifs	Pourcentage	Pourcentage valide	Pourcentage cumulé
Valide	Indipendent worker	4	3.6	3.6	3.6
	Wage earner	104	94.5	94.5	98.2
	Unemployed	1	.9	.9	99.1
	Not mentioned	1	.9	.9	100.0
	Total	110	100.0	100.0	

Annex 12: Cross-table Educational level-professional status/Questionnaire

			University or higher education degree			Total
			Yes	No	Not mentioned	
What is your professional status?	Independent worker	Number	3	1	0	4
		% Included in 'What is your professional status?'	75.0%	25.0%	.0%	100.0%
		% Included in 'University or higher education degree'	5.3%	2.0%	.0%	3.6%
		% in total	2.7%	.9%	.0%	3.6%
	Wage earner	Number	54	46	4	104
		% Included in 'What is your professional status?'	51.9%	44.2%	3.8%	100.0%
		% Included in 'University or higher education degree'	94.7%	93.9%	100.0%	94.5%
		% in total	49.1%	41.8%	3.6%	94.5%
	Unemployment	Number	0	1	0	1
		% Included in 'What is your professional status?'	.0%	100.0%	.0%	100.0%
		% Included in 'University or higher education degree'	.0%	2.0%	.0%	.9%
		% in total	.0%	.9%	.0%	.9%
Not mentioned	Number	0	1	0	1	
	% Included in 'What is your professional status?'	.0%	100.0%	.0%	100.0%	
	% Included in 'University or higher education degree'	.0%	2.0%	.0%	.9%	
	% in total	.0%	.9%	.0%	.9%	
Total	Number	57	49	4	110	
	% Included in 'What is your professional status?'	51.8%	44.5%	3.6%	100.0%	
	% Included in 'University or higher education degree'	100.0%	100.0%	100.0%	100.0%	
	% in total	51.8%	44.5%	3.6%	100.0%	

Annex 13: Duration of current job activity/questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	< 5 years	70	63.6	63.6	63.6
	Between 5 and 10	17	15.5	15.5	79.1
	Between 10 and 15	9	8.2	8.2	87.3
	Between 15 and 20	2	1.8	1.8	89.1
	Between 20 and 25	7	6.4	6.4	95.5
	> 25 years	1	.9	.9	96.4
	Not mentioned	4	3.6	3.6	100.0
	Total	110	100.0	100.0	

Annex 14: Duration of work in Luxembourg/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	< 5 years	62	56.4	56.4	56.4
	Between 5 and 10	24	21.8	21.8	78.2
	Between 10 and 15	13	11.8	11.8	90.0
	Between 15 and 20	3	2.7	2.7	92.7
	Between 20 and 25	3	2.7	2.7	95.5
	> 25 years	2	1.8	1.8	97.3
	Not mentioned	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

Annex 15: Size of company/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Micro-company (0-9 employees)	22	20.0	20.0	20.0
	Small company (10 – 49)	24	21.8	21.8	41.8
	Mid-sized company (50 – 249)	19	17.3	17.3	59.1
	Big company (Plus de 250)	39	35.5	35.5	94.5
	Unknown	4	3.6	3.6	98.2
	Unemployed	1	.9	.9	99.1
	Not mentioned	1	.9	.9	100.0
	Total	110	100.0	100.0	

Annex 16: Type of company/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Operates only in Luxembourg	41	37.3	37.3	37.3
	Operates in Luxembourg and abroad	66	60.0	60.0	97.3
	Unknown	1	.9	.9	98.2
	Unemployed	1	.9	.9	99.1
	Not mentioned	1	.9	.9	100.0
	Total	110	100.0	100.0	

Annex 17: Location (in terms of Canton) of Work/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Capellen	6	5.5	5.5	5.5
	Clervaux	5	4.5	4.5	10.0
	Echternach	5	4.5	4.5	14.5
	Esch-sur-Alzette	18	16.4	16.4	30.9
	Grevenmacher	7	6.4	6.4	37.3
	Luxembourg	54	49.1	49.1	86.4
	Mersch	2	1.8	1.8	88.2
	Remich	4	3.6	3.6	91.8
	Wiltz	3	2.7	2.7	94.5
	Tous	2	1.8	1.8	96.4
	Aucun	1	.9	.9	97.3
	NR	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

Annex 18: Worked in another continent/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valide	Afrique	7	6.4	7.7	7.7
	Amérique	9	8.2	9.9	17.6
	Asie	6	5.5	6.6	24.2
	Australie	2	1.8	2.2	26.4
	Europe	60	54.5	65.9	92.3
	NR	7	6.4	7.7	100.0
	Total	91	82.7	100.0	
Manquante	Système manquant	19	17.3		
Total		110	100.0		

Annex 19: Personal reasons to work in Luxembourg/questionnaire

Personal reasons to work in Luxembourg: “career development opportunities”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	90	81.8	81.8	81.8
	Negative	12	10.9	10.9	92.7
	Not mentioned	8	7.3	7.3	100.0
	Total	110	100.0	100.0	

Personal reasons to work in Luxembourg: “long unemployment period in your country of residence”

		Numbers	%	Valid %	Cumulated %
Valid	Negative	69	62.7	62.7	62.7
	Positive	29	26.4	26.4	89.1
	Not mentioned	12	10.9	10.9	100.0
	Total	110	100.0	100.0	

Personal reasons to work in Luxembourg: “salary level”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	94	85.5	85.5	85.5
	Negative	8	7.3	7.3	92.7
	Not mentioned	8	7.3	7.3	100.0
	Total	110	100.0	100.0	

Personal reasons to work in Luxembourg: “professional networks in Luxembourg”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	77	70.0	70.0	70.0
	Negative	23	20.9	20.9	90.9
	Not mentioned	10	9.1	9.1	100.0
	Total	110	100.0	100.0	

Personal reasons to work in Luxembourg: “international labour market context”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	80	72.7	72.7	72.7
	Negative	18	16.4	16.4	89.1
	Not mentioned	12	10.9	10.9	100.0
	Total	110	100.0	100.0	

Annex 20: Conditions considered to be important at work/questionnaire

Aspects linked to work considered to be important: “a good salary”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	99	90.0	90.0	90.0
	Negative	9	8.2	8.2	98.2
	Not mentioned	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Aspects linked to work considered to be important: “an interesting work”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	94	85.5	85.5	85.5
	Negative	14	12.7	12.7	98.2
	Not mentioned	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Aspects linked to work considered to be important: “a work that corresponds to my capacities/skills”

		Numbers	%	Valid %	Cumulated %
Valid	Positive	95	86.4	86.4	86.4
	Negative	13	11.8	11.8	98.2
	Not mentioned	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Annex 21: Jobhunting in Luxembourg

		Numbers	%	Valid %	Cumulated %
Valid	Network	68	61.8	61.8	61.8
	Media	22	20.0	20.0	81.8
	Company	9	8.2	8.2	90.0
	Official information	8	7.3	7.3	97.3
	Not mentioned	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

Annex 22: General satisfaction at work/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Positive	104	94.5	94.5	94.5
	Negative	6	5.5	5.5	100.0
	Total	110	100.0	100.0	

Annex 23: Mobility/questionnaire

What type of transport mean(s) do you use to go to work?

		Numbers	%	Valid %	Cumulated %
Valid	Own car	76	69.1	69.1	69.1
	Car-sharing	2	1.8	1.8	70.9
	Train	14	12.7	12.7	83.6
	Bus	7	6.4	6.4	90.0
	Company car	6	5.5	5.5	95.5
	Motocycle	1	.9	.9	96.4
	Plan	2	1.8	1.8	98.2
	Lorry	1	.9	.9	99.1
	Not mentioned	1	.9	.9	100.0
	Total	110	100.0	100.0	

What is the mean reason to use the transport mean(s) mentioned above?

		Numbers	%	Valid %	Cumulated %
Valid	Personal reasons (convenience)	18	18.2	18.2	18.2
	Economic reasons	6	6.1	6.1	24.2
	Company	11	11.1	11.1	35.4
	Logistical reasons	18	18.2	18.2	53.5
	Time reasons	23	23.2	23.2	76.8
	Problems in public transports	9	9.1	9.1	85.9
	Only possibility	12	12.1	12.1	98.0
	Others	2	2.0	2.0	100.0
	Total	99	100.0	100.0	

Annex 24: Distance from home to work

		Numbers	%	Valid %	Cumulated %
Valid	< 25 km	22	20.0	20.0	20.0
	Between 26 and 50 km	47	42.7	42.7	62.7
	Between 51 and 75 km	21	19.1	19.1	81.8
	Between 76 and 100 km	6	5.5	5.5	87.3
	Between 101 and 200 km	5	4.5	4.5	91.8
	Between 201 and 500 km	3	2.7	2.7	94.5
	> 500 km	1	.9	.9	95.5
	Not mentioned	5	4.5	4.5	100.0
Total	110	100.0	100.0		

Annex 25: Obstacles in migration trajectory/Questionnaire

		Numbers	%	Valid %	Cumulated %
Valid	Administrative	20	50.0	50.0	50.0
	Others (not precised)	8	20.0	20.0	70.0
	Language	6	15.0	15.0	85.0
	Discrimination	3	7.5	7.5	92.5
	Housing	2	5.0	5.0	97.5
	Work	1	2.5	2.5	100.0
	Total	40	100.0	100.0	

Annex 26: Integration in Luxembourg and in the country of residence

In Luxembourg

		Numbers	%	Valid %	Cumulated %
Valid	Positive	60	54.5	54.5	54.5
	Negative	32	29.1	29.1	83.6
	Not mentioned	18	16.4	16.4	100.0
	Total	110	100.0	100.0	

In the country of residence

		Numbers	%	Valid %	Cumulated %
Valide	Positive	99	90.0	90.0	90.0
	Negative	9	8.2	8.2	98.2
	NR	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Annex 27: Cross-table integration in Luxembourg by country of residence

			In which country do you live?				Total
			BE	FR	DE	Not mentioned	
I feel integrated in Luxembourg	Negative	N	9	15	8	0	32
		% included in 'I feel integrated in Luxembourg'	28.1%	46.9%	25.0%	.0%	100.0%
		% incl. in 'In which country do you live?'	32.1%	34.9%	53.3%	.0%	36.8%
		% in total	10.3%	17.2%	9.2%	.0%	36.8%
	Positive	N	19	28	7	1	55
		% included in 'I feel integrated in Luxembourg'	34.5%	50.9%	12.7%	1.8%	100.0%
		% incl. in 'In which country do you live?'	67.9%	65.1%	46.7%	100.0%	63.2%
		% in total	21.8%	32.2%	8.0%	1.1%	63.2%
Total	N		28	43	15	1	87
		% included in 'I feel integrated in Luxembourg'	32.2%	49.4%	17.2%	1.1%	100.0%
		% incl. in 'In which country do you live?'	100.0%	100.0%	100.0%	100.0%	100.0%
		% in total	32.2%	49.4%	17.2%	1.1%	100.0%

Annex 28: Ties and links with the country of origin

		Numbers	%	Valid %	Cumulated %
Valid	Yes	102	92.7	92.7	92.7
	No	6	5.5	5.5	98.2
	Not mentioned	2	1.8	1.8	100.0
	Total	110	100.0	100.0	

Indicate the type of link or relationship you maintain

		Numbers	%	Valid %	Cumulated %
Valid	Family	91	89.2	89.2	89.2
	Not mentioned	6	5.9	5.9	95.1
	Friends	2	2.0	2.0	97.1
	Holiday	2	2.0	2.0	99.0
	Work relations	1	1.0	1.0	100.0
	Total	102	100.0	100.0	

Do you travel back to your country of origin?

		Numbers	%	Valid %	Cumulated %
Valid	Once a year	44	40.0	40.0	40.0
	< once a year	34	30.9	30.9	70.9
	> once a year	20	18.2	18.2	89.1
	Not mentioned	9	8.2	8.2	97.3
	Never	3	2.7	2.7	100.0
	Total	110	100.0	100.0	

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