

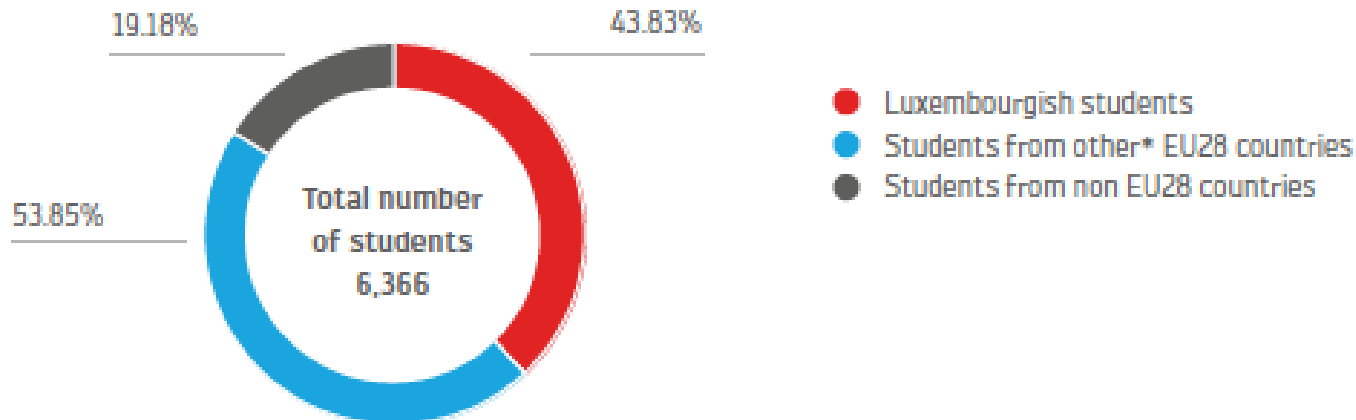
Best Practices and Challenges: Luxembourg



Motivation: To attract and retain third-country national students and researchers in Luxembourg

■ Lets start with some numbers

Total student nationalities



- **559 Doctoral Candidates: 204 third-country nationals or 36%**
- **Statistics on leavers**
 - **101 left from 2014-2017**
 - **42 third-country nationals or 40%**
 - **Probably not statistically significant**
 - **Would be good to know why? New effort**
 - **Not significant: but problems reported have all been from third-country nationals with European supervisors**

- Third-country nationals cannot get a VISA without their Master diploma;
- Exception: if their diploma is from an EU university
- Third-country doctoral candidates must have their master diplomas registered with the Ministry of Higher Education
- Adds months of delay onto our ability to offer a candidate job at the UL



- Adds months of delay onto our ability to offer a job at the UL
- We often loose good students to Universities that do not have this requirement and who can offer a job before the master is completed

- **However...**
- **Third-country nationals that graduate are given an extra 6-months on their VISA to try to find a job in Luxembourg**
- **How many? => vibrant and attractive alumni network**
 - **Just getting off the ground**
 - **Cultural problem?**

Housing

- **UL student housing is over prescribed**
- **Luxembourg ranked 5th highest in COL**
- **BUT 3rd highest in Rent index**
- **Conclusion is that it is really difficult to come to UL without UL subsidized housing**

1	Switzerland	138.16	56.01
2	Iceland	130.79	53.62
3	Norway	112.75	39.53
4	Denmark	93.27	37.55
5	Luxembourg	87.52	53.33
6	Ireland	84.88	42.12
7	Sweden	83.32	26.67
8	Belgium	82.24	29.86
9	Finland	81.23	28.00
10	France	81.16	26.03
11	Netherlands	79.61	34.22
12	Austria	78.98	26.75
13	Italy	77.36	21.58
14	United Kingdom	76.02	33.26
15	Germany	73.18	27.07
16	Malta	70.17	25.61
17	Greece	61.29	10.53
18	Spain	60.64	20.00
19	Slovenia	58.32	14.66
20	Estonia	54.89	14.38

Limits on the work contract



- **Five-year limit on researcher contract**
 - **Four year PhD + one year Post-doc**
 - **Five year PhD**
 - **Cannot be renewed; PhD or Post-doc must leave the university for 2 months for each year spent at the UL or even the research institute**
- **Conversion to a permanent position is rare**
- **Uncertainty causes early career researchers to leave the UL**

What are we doing well?



- Possible to acquire Luxembourg nationality after five years and passing a Luxembourg language test
- Allows researchers to stay in the country to look for research positions within the Luxembourg research network

What are we doing well?



- **EURAXESS Luxembourg information and support services to researchers**
- **Provides job information from entrepreneurs, research organisations, and businesses all across Europe => researchers**
- **Downside: EURAXESS is a website, not a real career/talent matching centre or personalised service**

EURAXXESS Network in Luxembourg



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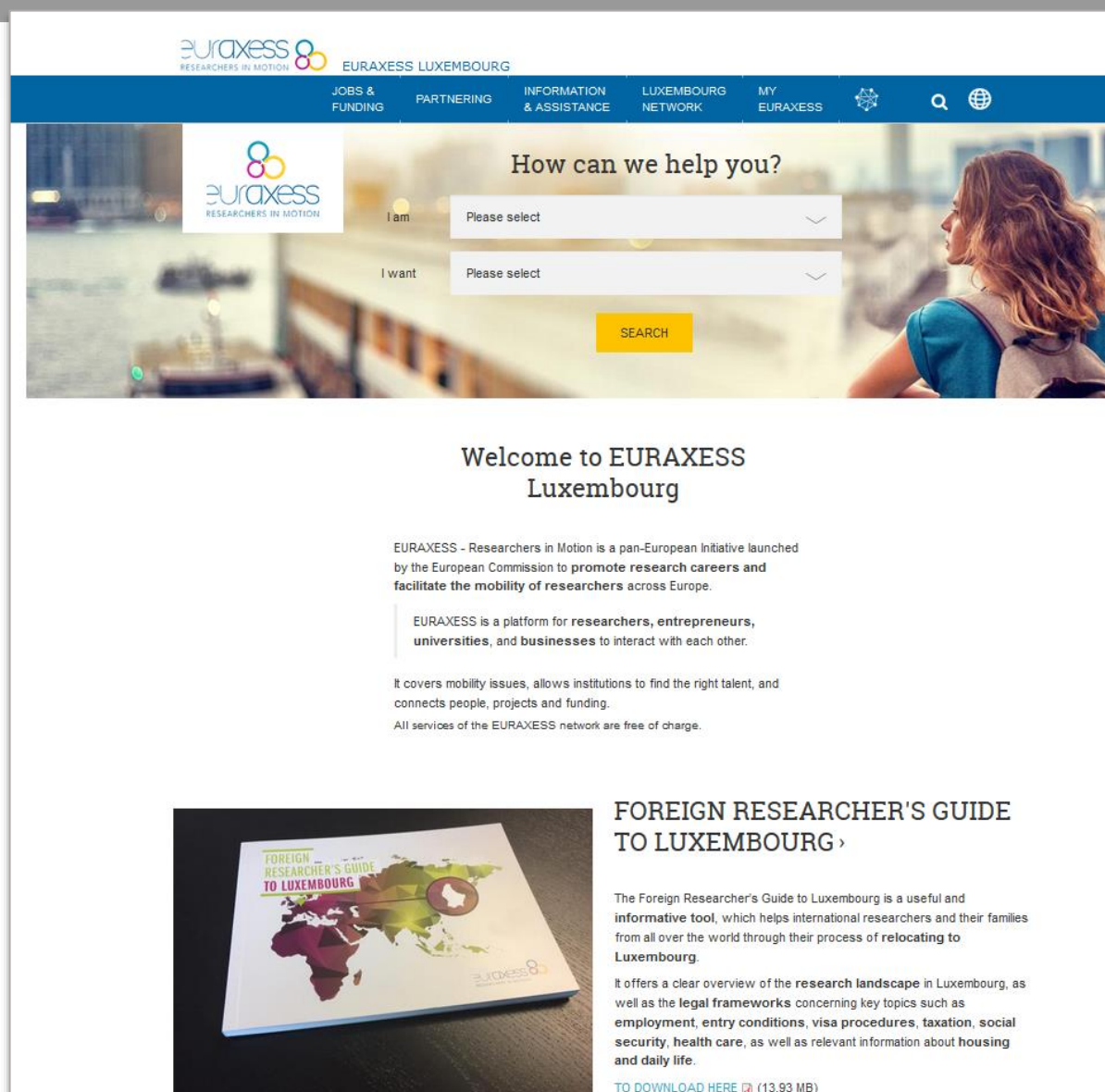
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EURAXESS Luxembourg Services



The screenshot shows the EURAXESS Luxembourg website. At the top, there is a navigation bar with the EURAXESS logo and menu items: JOBS & FUNDING, PARTNERING, INFORMATION & ASSISTANCE, LUXEMBOURG NETWORK, and MY EURAXESS. Below the navigation bar is a search bar and a globe icon. The main content area features a large banner with the text "How can we help you?" and two dropdown menus labeled "I am" and "I want", both with "Please select" as the placeholder text. A yellow "SEARCH" button is positioned below the dropdowns. The banner background shows a woman with a backpack looking out over a city. Below the banner, the text reads "Welcome to EURAXESS Luxembourg". A paragraph follows: "EURAXESS - Researchers in Motion is a pan-European initiative launched by the European Commission to promote research careers and facilitate the mobility of researchers across Europe." Below this, a box contains the text: "EURAXESS is a platform for researchers, entrepreneurs, universities, and businesses to interact with each other." Another paragraph states: "It covers mobility issues, allows institutions to find the right talent, and connects people, projects and funding. All services of the EURAXESS network are free of charge." At the bottom left, there is an image of a book titled "FOREIGN RESEARCHER'S GUIDE TO LUXEMBOURG" with a world map on the cover. To the right of the book image, the text reads "FOREIGN RESEARCHER'S GUIDE TO LUXEMBOURG >". Below this, a paragraph describes the guide as a useful and informative tool for international researchers and their families. Another paragraph states that the guide offers a clear overview of the research landscape in Luxembourg, as well as legal frameworks concerning key topics such as employment, entry conditions, visa procedures, taxation, social security, health care, and housing and daily life. At the bottom right, there is a link: "TO DOWNLOAD HERE" (13.93 MB).

Better data on researchers is needed



- **Who is here? => what are the demographics of our research population**
- **Who leaves unexpectedly and why?**
- **How many of our graduates get a position in Luxembourg?**
- **Survey to commence in December to try to answer these questions, to be repeated regularly**
- **This will allow us to develop a concrete strategy to tackle any problems identified**
- **BUT we need to also measure the impact of our strategic policy changes by continuing to track the numbers**