



A DIGITAL SKILLS TOOL KIT FOR LOW SKILLED ADULTS
FOCUSING ON WOMEN RE-ENTERING THE LABOUR MARKET

DESKTOP RESEARCH

P3 – WIDE - Luxemburg

Project Coordinator: CIVIC COMPUTING

Project Number: 2017-1-UK01-KA204-036712

Project information

Project acronym: eSkills4all

Project title: A DIGITAL SKILLS TOOL KIT FOR LOW SKILLED ADULTS
FOCUSING ON WOMEN RE-ENTERING THE LABOUR
MARKET

Project number: 2017-1-UK01-KA204-036712

Sub-programme or KA: KA2 Cooperation for Innovation and the Exchange of
Good Practices

Project website: <https://eskills4all.eu/>

Contents

1. Introduction	4
1.1 Luxemburg’s current scene in relation to the project’s concept	4
1.2 WIDE	4
1.2.1 WIDE Vision.....	4
1.2.2 WIDE Mission	4
1.3 General Aims.....	4
1.4 Purpose of this Document & General Aims	5
2. Demographic Data at Luxemburg Level.....	5
3. Luxemburg’s current scene at National Level	6
4. Luxemburg’s current scene at European Level – Participation in EU programs	7
5. Conclusions	8
6. References	10

1. Introduction

1.1 Luxemburg's current scene in relation to the project's concept

Luxembourg is one of the smaller member States, but when it comes to technology the government is currently making efforts and offering financial support to encourage the ICT sector and digitalization across all sectors. Digital is central in the strategy of Luxembourg and is even directly managed under the Prime Minister office.

There is a number of governmental initiatives, as well as consular/ professional organizations/ initiatives focusing on digitalisation topics with a focus on skills. There is also a number of non-profit organizations offering education and training in this field, especially targeted at low skilled adults, refugees, underprivileged, or unemployed young adults.

Women have a lower “working rate” than other EU member states but family policies are evolving in a positive manner encouraging women to work. It's also useful to know that in Luxembourg, almost 50% of the population is represented by expats or foreigners who choose Luxembourg only as a temporary destination and that 50% of the workers commute from transborder countries everyday to work in Luxembourg.

1.2 WIDE

Women in Digital Initiatives Luxembourg Asbl is a non-profit organisation initiated in Luxembourg in 2013 and officially founded in 2014, currently acting as WIDE (Women in Digital Empowerment).

1.2.1 WIDE Vision

To empower women with and thanks to digital as well as to increase the number of women seizing their opportunities in the digital economy and society.

1.2.2 WIDE Mission

To offer practical support and activities to include more women and men in the field of digital as well as the contribution to build a more diverse workforce and a wider ICT talent pipeline for Luxembourg.

To do so we work on three pillars:

- ❖ Networking
- ❖ Confidence Building
- ❖ Skill Acquisition

1.3 General Aims

Luxembourg has one of the highest digital skills ratio according to the Digital Economy and Social Index and has indeed a high proportion of highly qualified staff. It's also one of the most IT centric

country in the Europe. However inclusion into digital world and economy can be improved, especially for those who have less opportunity to access training.

In addition, WIDE is happy to bring their expertise in working on inclusion of women in the digital field. We also conducted a programme with refugees in 2017 where we learn a lot from women with low digital skills.

1.4 Purpose of this Document & General Aims

This document aims to present the unemployment status and digital skills in Romania for both men and women (25-40 years old) with a special focus on women.

2. Demographic Data at Luxemburg Level

ADEM (L'Agence pour le développement de l'emploi) divides age groups as follows <30 (20,86 % both M & F), 30-44 (53,91% both M & F) and 45+ (43,22% both M & F). Therefore it is not possible to give a percentage for the age group of 25-40 as requested above. See below for percentages among the different age groups.

According to ADEM 17,283 people did not have a job in Luxembourg by the end of 2017. Of those 17,283 people 9,268 (53,62%) are men and 8,015 (46,38%) are women. ADEM divides age groups as follows <30 (20,86 % both M & F), 30-44 (53,91% both M & F) and 45+ (43,22% both M & F).

1,601 (19,98%) women are part of the age group "<30". 698 have achieved an education level of "secondaire inférieur". 599 have achieved an education level of "secondaire supérieur" and 304 have achieved an education level "supérieur".

3,147 (39,26%) women are part of the age group "30-44". 1324 have achieved an education level of "secondaire inférieur". 925 have achieved an education level of "secondaire supérieur" and 898 have achieved an education level "supérieur".

3,267 (40,67%) women are part of the age group "45+". 2076 have achieved an education level of "secondaire inférieur". 752 have achieved an education level of "secondaire supérieur" and 439 have achieved an education level "supérieur".

3. Luxembourg's current scene at National Level

Zarabina

Zarabina is an organization dedicated to the empowerment of women and equal opportunity between men and women in search of a job and continuing training. Zarabina offers counsel for individuals, and orientation and planning courses for professional life as well as training courses.

Centre for women, families and single parent families

The CFFM 'Nei-Ufank' (Luxembourgish for "new beginning") counseling, information and referral service offers support to women who want to make a fresh start in their professional lives. It offers socio-pedagogical consultations, vocational guidance, information and advice to any woman looking for a job.

Initiativ rëm Schaffen

The Initiativ rëm schaffen (Luxembourgish for "start working again") aims to promote the professional reintegration of women by offering them seminars, individual consultations as well as training (secretary in the law firm, medical secretary).

Naxi

Naxi is a vocational training and integration center for adult women looking for a job, registered with the ADEM. The main objective of the center is to directly and sustainably (re)integrate women into the labor market.

Service d'emploi féminin

The ADEM's women's employment service provides information on the various possibilities, the training organizations, as well as how to access training. It organizes information workshops for all women interested in (re) integrating into the labor market. These workshops - in Luxembourgish language - are announced by official notice and take place every first Tuesday of the month at the ADEM in Luxembourg-Gare.

4. Luxembourg's current scene at European Level – Participation in EU programs

There doesn't seem to be any data regarding Luxembourg's participation and performance in the PIAAC programme. As a matter of fact Luxembourg is not even featured among the countries having participated in the study.

[The Digital Skills and Job Coalition Lëtzebuerg](#) is coordinated by LIDIT (Luxembourg Institute for Digital Training). LIDIT and many other [partners](#) aim to:

- “To substantially reduce the shortage of IT professionals, to improve the conditions for the private and public sector employees as well as all inhabitants to learn and continuously improve the necessary ICT skills for job, the establishment of IT business and development of the digital market:
- To attract more young people to choose ICT and other science studies and professions, to ensure the acquisition of digital skills also when learning other professions:
- To raise public awareness of the importance of digital skills and competences:” (Source: <https://lidit.eu/partners/>)

Initiative to retrain unemployed people to ICT careers. Was awarded a best practice award in 2017 at the EU Digital jobs and skills assembly.

Luxembourg ranks 5th in DESI 2017. Luxembourg is one of the leading countries for connectivity, digital skills and Internet usage while the integration of digital technologies by companies and digital public services are its relative weakness.

5. Conclusions

The development of new digital technologies and the accelerating pace of digitalization offer new growth opportunities for nations. To take digital to the next level, the Luxembourg Government launched the Digital Luxembourg initiative in 2014. Under the umbrella of [Digital Luxembourg](#), joint private-public ventures and projects find their place, each tackling a different aspect of digital development, each bringing the country one step forward.

Due to the lack of qualified applicants for tech jobs, Luxembourg will work together with PwC to launch the Digital Skills Bridge Project in 2018. It will also tackle the impact of robotisation and automation in jobs.

Digital skills are going to be especially important if Google's Data Center in the Bissen Commune is going to be built. However, it is certain that most of the 300 jobs the center could potentially create would require highly qualified personnel. Simultaneously though the number of jobs indirectly linked to the data center could also benefit low-skilled adults.

There is important need to ICT specialist such as programme, ICT project managers, Business Analysts and cybersecurity specialists. 44% of companies do say that they have difficulties to hire for these positions.

It is difficult to define exactly how many jobs are available for low-skilled adults. This is very likely due to Luxembourg's top performance when it comes to digital skills. According to a study by the European Commission Luxembourg takes 1st place with 89% of unemployed and employed people having basic or above basic digital skills.

In many jobs basic digital skills are required, even relatively simple tasks like servicing tills or customer management systems (in hair salon for example) require the employee to have these basic skills even if the job itself is not digital.

A position as an administrative employee might be suitable as well as basic digital skills are required but not higher education. Companies also report difficulties in searching for people with good administration & digital skills combined with national languages.

Furthermore basic digital skills are required for promoting businesses online on social media or even the job search itself. The recent introduction of the Tram in Luxembourg also provided further jobs, for instance the drivers need to have basic digital skills in order to use the onboard software.

Also the Chambre des métiers recently launched the E handwerk initiatives to support small business to benefit from digital (customer relationship management, marketing ...).

Project Number: 2017-1-UK01-KA204-036712

Trainings and apprenticeship in craftsmanship are also in the process to be reviewed to include more digital skills

The Ministry of Economy also launched the Fit4Digital project to assist companies with digitalisation. A 5000 euros grant is available to access an audit for small companies with external consultant.

6. References

<https://www.luxinnovation.lu/wp-content/uploads/sites/3/2017/04/fit4digital-flyer-fr.pdf>

<https://www.cdm.lu/ehandwierk>

Source: [http://digital-agenda-data.eu/charts/country-ranking-table-on-a-thematic-group-of-indicators#chart={"indicator-group":"ict-skills","ref-area":"LU","time-period":"2017"}](http://digital-agenda-data.eu/charts/country-ranking-table-on-a-thematic-group-of-indicators#chart={)

Sources:

<http://www.rtl.lu/letzebuerg/lokal/gemeng/bissen/news/272439.html>

<http://paperjam.lu/questions/google-va-attirer-dautres-entreprises>

Sources: <http://delano.lu/d/detail/news/lux-launch-digital-skills-bridge-project-2018/162107>

Source: https://www.facebook.com/pg/digilux/about/?ref=page_internal

Digital Skills and Jobs Coalition Lëtzebuerg <https://lidit.eu/digital-skills-coalition-letzebuerg/>

http://www.digital-luxembourg.public.lu/en/actualites/eskills/2017/20170519_nationalcoalition/index.html

Fit4Coding http://www.digital-luxembourg.public.lu/en/actualites/eskills/2017/20171207_Fit4Coding_Digital_Skills_Award/index.html

For reference see: <http://piaacgateway.com/country-reports>, and <http://www.oecd.org/skills/piaac/country-specific-material.htm>

Source: ec.europa.eu/newsroom/document.cfm?doc_id=430265.

Sources:

http://www.bienvenue.lu/documents/fck/file/pdf/Etudes%20et%20formation/formation%20femmes%20Opdf/form_femmes_FR.pdf

Source:

http://www.adem.public.lu/fr/marche-emploi-luxembourg/faits-et-chiffres/statistiques/adem/Chiffes_cles_DE_inscrits/index.html

Source:

http://www.adem.public.lu/fr/marche-emploi-luxembourg/faits-et-chiffres/statistiques/adem/Chiffes_cles_DE_inscrits/index.html

Project Number: 2017-1-UK01-KA204-036712



This project has been funded with support from the European Commission. This publication [communication] and all its content reflect the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.