

## Conseil supérieur du vivre-ensemble interculturel

Minutes of the extraordinary plenary session of 10<sup>th</sup> June 2025,

6.30 p.m. – 8.30 p.m.

In-person meeting

### Presentation of the national action plan for the implementation of the international convention on the elimination of all forms of racial discrimination.

#### Members present

**Représentants ministériels, communaux et représentants des associations ainsi que du SYVICOL :**

BALDASSARRI Vanessa (Leudelange), BOUSSATA Allal (CLAE), CASSARINO Astrid (Bettembourg), CHAIB DRAA Khadidja (Esch-sur-Alzette), CHEUNG Sing-Loon (Differdange), CHIBAEFF Cyrielle (Croix-Rouge), CICONTE Antonella (Walferdange), DAHM-DO ROSARIO Antonia (CLAE), DA SILVA Liliane (Roeser), DE OLIVERIA Marco (MENJE), DIOP Caty (Schieren), EL KHOURY Victoria (Junglinster), GIRIENS RAKINTSEV Sybille (Strassen), GEIER Claire (ASTI), JACOBS Annick (CEFIS), KIRPACH Spencer (MEGA), MARCELET Alexandra (MT), POON Siu-Yin (Junglinster), REITER Nadine (Leudelange), SCHRANTZ Philippe (HUT), SKRIJELJ Edvard (Inter-Actions), Wolff Lynn (HUT)

**Représentants du MFSVA :** BORMANN Daisy, DAEMS Anne, HEUERTZ Conny, MUZZI Mariana

#### Members excused

CONRARDY Nadine (Croix-Rouge), INGHELRAM-MAEYENS Margaretha, LOPES Jessica (CEFIS), MARGUE Charles (Lintgen), RAMDEDOVIC Munir (Esch-sur-Alzette), ROMEO Franca (Sanem), SCHROEDER Isabelle (MEGA), WILLIERE Laure (Grosbous-Wahl)

The Minister for Family, Solidarity, Living Together, and Reception, Max Hahn, opened the extraordinary plenary session of the CSVEI and thanked the members for their presence. In his welcome remarks, he emphasized the **importance of keeping the CSVEI informed about the progress of the various national action plans** developed within his ministry.

He recalled that, following his initiative, a motion related to the fight against racism was adopted by the Chamber of Deputies on July 1, 2020. Currently, the National Anti-Racism Action Plan (PAN AR) is in the draft phase, meaning it is not yet a final document but is undergoing consultation with other ministries and civil society, including the CSVEI.

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Anne Daems, President of the CSVEI, took the floor and reminded members that one of the council's missions is to **promote intercultural living together**, including the fight against racism and all forms of discrimination. She added that the council may also **give its opinion** either on its own initiative or at the request of the minister.

Mariana Muzzi, author of the PAN AR, guided the members through the draft plan, chapter by chapter, action by action. She explained that **the draft is based on the seven articles of the UN International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)**, which came into force in 1969 and was ratified by the Grand Duchy of Luxembourg in 1977.

More than 500 documents and studies served as the foundation for the draft, notably the study « *Le racisme et les discriminations ethno-raciales au Luxembourg* » conducted by CEFIS and LISER, and « *Le racisme et les discriminations ethno-raciales au Luxembourg : la parole aux victimes* » published in 2022. The analysis showed that racialized individuals, particularly those of African descent, **feel most discriminated against in the areas of education, employment, and housing**. In response, workshops were organized in 2023 with stakeholders from these sectors. This assessment led to the creation of **seven chapters comprising a total of 85 actions**:

1. governance, monitoring and evaluation (2 objectives, 7 actions)
2. data collection (2 objectives, 4 actions)
3. awareness-raising (2 objectives, 17 actions)
4. victim support (2 objectives, 7 actions)
5. housing (3 objectives, 11 actions)
6. employment (3 objectives, 17 actions)
7. education (5 objectives, 22 actions)

It is important to note that **this PAN does not address discrimination based on religion or nationality but focuses on ethno-racial discrimination, particularly against people with Black skin**. Except for the first chapter on governance, each chapter refers to one of the seven ICERD articles, includes an excerpt from the LISER/CEFIS study describing the situation in Luxembourg, and outlines the expected impact of the actions. The chapters are subdivided into objectives, measures, actions, indicators, expected results, an implementation timeline, and a budget. After five years, an external evaluation of the PAN AR will be conducted, followed by a possible revision in consultation with civil society.

Following the presentation, Anne Daems clarified that although the document often mentions "other involved ministries," this does not mean that only ministries are involved. The **implementation of the PAN AR must, of course, be carried out in collaboration with associations**. This cooperation may take the form of project sheets for partner organizations, collaboration agreements, or calls for projects. For now, many actions are designed for the public sector. This was important to the minister, with the idea that the **public sector should lead by example to facilitate implementation in the private sector**.

Regarding the **next steps**, presentations to stakeholders will conclude on June 16, 2025. The full draft will then be sent to stakeholders in early July, including any contributions made during the presentations. The deadline for submitting contributions to the MFSVA is September 15. A version of the draft will then be prepared for internal validation and sent to the involved ministries in early October 2025. The PAN AR will be submitted to the Government Council in November 2025.

In the subsequent **Q&A session**, Mr. Cheung expressed the impression that the actions mainly focus on awareness and training. He suggested identifying problems directly, for example among teachers or real estate agencies, and cited audits to detect racial discrimination in housing. Ms.

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Muzzi confirmed that such a study had been conducted using fake profiles to determine whether price offers varied depending on the name of the applicant. It was found that people with African-sounding names received lower offers. However, such studies are difficult to conduct in a small country like Luxembourg.

Mr. De Oliveira (MENJE) added that training is offered to teachers to address stereotypes and gave the example of teachers who often speak French to parents with Portuguese surnames. Ms. Da Silva inquired whether actions and campaigns are planned to address microaggressions and hurtful jokes, which are widespread. She noted that it is probably difficult to reach the private sector, especially real estate, and that many people may not even realize when they commit microaggressions. Ms. Muzzi responded that training specifically on microaggressions is offered and that a campaign on microaggressions, particularly in the workplace, is planned. Additionally, a glossary is available on the MIFA website ([Le glossaire de l'antiracisme et des discriminations ethno-raciales - Ministère de la Famille, des Solidarités, du Vivre ensemble et de l'Accueil - Le gouvernement luxembourgeois](#)).

Ms. Nadine Reiter shared her impression that there are no consequences for teachers who discriminate against students. Mr. De Oliveira explained that schools have staff to listen to students who have experienced racism. The process takes time, but incidents are not trivialized, and there is a genuine willingness to act.

Ms. Diop pointed out that victims of racism often hesitate to contact the police because they do not feel taken seriously, and she emphasized the importance of including this in the PAN AR.

Mr. Boussata lamented that students who are not strong in German often do not have access to mainstream secondary education and that institutionalized discrimination must be addressed.

Ms. Geier welcomed the approach of starting with good practices in the public sector but noted a lack of awareness among politicians at both national and local levels. There is a lot of work to be done in identifying racism.

Ms. Chaib Draa added that the extent of discrimination must be highlighted more clearly and that it is not sufficiently punished.

Finally, Ms. Muzzi informed the members about the **European Union's public consultation on their Anti-Racism Strategy 2026–2030** ([Anti-racism Strategy](#)). It is an online questionnaire that can be completed by anyone and allows individuals to express their views at the European level until July 8.

The CSVEI plenary session in October will be dedicated to the **presentation of the “Living Together” National Action Plan (PAN Vivre-ensemble)** and will follow a similar format to today's session. All 60 members of the CSVEI will be able to attend.