

# Luxembourg

Women in decision-making: **1/5**

Socio-economic position of women: **2.85/5**

Violence against women: **3/5**

## Highlights

**25%**

women in parliament and 27% senior ministers

**6%**

women on boards and no women presidents of the largest companies

**12%**

gender pay gap

**23.9%**

gender gap in full-time employment rates

**6.3%**

of women over 65 at risk of poverty

**3.5**

shelter places for women victims of violence per 10,000 inhabitants

## TRENDS:



In December 2012, the criminal code of Luxembourg was modified to widen access to abortion services.

The government is currently working on a national action plan for sexual education in schools. While the right to sexual education is enshrined in law in Luxembourg, the lack of a legal framework affects quality.



Pension reforms in Luxembourg finalised in December 2012 failed to address the lack of individualised pension rights for women and men.

Numerous awareness-raising campaigns have failed to impact upon the low representation of women in decision-making. At municipal level, the proportion of women councilors is stagnant at 21.5%.

## UNDERSTANDING LUXEMBOURG

Despite two of the main political parties having statutory measures in place for respectively 33% and 50% representation of women on their lists, and other parties having informal targets in place, only 1 in 4 national members of parliament is a woman. Provisions for self-regulation in the private sector are similarly ineffective. A corporate governance code states that "Insofar as possible the board should have an appropriate representation of both genders", but women represent only 6% of corporate board members. No legal measures are under consideration for political or private sector decision-making bodies.

Women are significantly less likely than men to be employed full-time in Luxembourg. Only 48.5% of women work full-time, compared to 72.4% of men. This gap reflects the persistence of traditional gender roles, notably with regards to care responsibilities for young children and elderly dependent family members. Women's employment rate drops by 9.4% when they have children under 12. 36% of infants under 3 and 79% of those between 3 and school-age are in formal childcare. Concerning dependent elderly persons, 50% receive formal care. The gender gap in employment and the lack of individualised pension rights restrict the economic independence of women, although poverty remains limited.

It is estimated that 1 in 4 women in Luxembourg will experience domestic violence over her lifetime.<sup>1</sup> Luxembourg has a National Action Plan with a gender perspective which tackles some forms of violence against women since 2009, and which will be evaluated at the end of 2013. The country has, for example, the largest number of places in shelters for victims of violence against women of any EU country. On the other hand, there is no official data regarding the occurrence of sexual violence in Luxembourg.

<sup>1</sup> Femmes en détresse (FED), Luxembourg