










# Luxembourg

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Luxembourg). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Luxembourg scores 100 out of 100**. The overall score for Luxembourg is higher than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

## Luxembourg - Scores for Women, Business and the Law 2022

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2022 Index Score
100	100	100	100	100	100	100	100	100

## Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Luxembourg gets a perfect score.

## Areas for Improvement

Luxembourg attains a perfect score on all of the WBL2022 indicators.

## Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Luxembourg are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/luxembourg/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Code Civil, Art. 215
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Règlement Grand-ducal du 12 Février 2015 Fixant les Modalités pour l'Obtention d'un Passeport Biométrique, Art. 4; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	Code Civil, Art. 223
	Does the law prohibit discrimination in employment based on gender?	Yes	Code du Travail, Arts. L. 241-1 et L. 241-2
	Is there legislation on sexual harassment in employment?	Yes	Loi du 26 Mai 2000, Art. 2; Code du Travail, Arts. L. 245-1-245-8
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> No applicable provisions could be located <i>Civil:</i> Loi du 26 Mai 2000, Art. 9; Code du Travail, Art. L. 245-7
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Code du Travail, Art. L. 225-1
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	Code Civil, Art. 213
	Can a woman be head of household in the same way as a man?	Yes	Code Civil, Arts. 212 et 213
	Is there legislation specifically addressing domestic violence?	Yes	Loi du 8 septembre 2003; Loi du 20 juillet 2018
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code Civil, Art. 229, 232 et 233
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	Code Civil, Art. 147
	Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Arts. L332-1 et L332-2
	Does the government pay 100% of maternity leave benefits?	Yes	Code de la Sécurité Sociale, Arts. 8, 1 et 25
	Is paid leave available to fathers?	Yes	Code du Travail, Art. L. 233-16(2)
	Is there paid parental leave?	Yes	Code du Travail, Art. L. 234-44 (1)
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. L. 337-1
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Loi du 21 décembre 2007 portant transposition de la directive 2004/113/CE, Arts. 1-3
	Can a woman sign a contract in the same way as a man?	Yes	Code Civil, Art. 216
	Can a woman register a business in the same way as a man?	Yes	Code Civil, Arts. 216 et 223
Assets	Can a woman open a bank account in the same way as a man?	Yes	Code Civil, Art. 221
	Do men and women have equal ownership rights to immovable property?	Yes	Code Civil, Arts. 216 et 1403
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil, Arts. 731 et 745
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Code Civil, Arts. 731, 767 et 767-2
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Code Civil, Arts. 1421, 1421-1 et 1424
Pension	Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Arts. 1393 et 1400-1408
	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Code de la Sécurité Sociale, Art. 183. Men: Code de la Sécurité Sociale, Art. 183
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Is the mandatory retirement age for men and women the same?	Yes	Women: Code du Travail, Arts. L.125-3 and L.521-12. Men: Code du Travail, Arts. L.125-3 and L.521-12
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Security Code, Book III, Ch. 1, Art. 171(16)

