


Luxembourg

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	70.0	90.0

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Luxembourg, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Luxembourg). The scores for Luxembourg are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	100.0	100.0	100.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	100.0	50.0	100.0	66.7	75.0	0.0	66.7	100.0
Expert opinions score	75.0	100.0	75.0	75.0	100.0	100.0	75.0	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Luxembourg (85.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). 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, laws affecting childcare, laws affecting women's property and inheritance and laws affecting the size of a woman's pension, Luxembourg obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Luxembourg is on the indicator measuring laws affecting women's safety. To improve on the Safety indicator, Luxembourg may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Luxembourg (70.0 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women's decisions to work, supportive frameworks related to marriage and supportive frameworks affecting the size of a

woman's pension, Luxembourg obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Luxembourg is on the indicator measuring supportive frameworks related to women starting and running a business. To improve on the Entrepreneurship indicator, Luxembourg may wish to consider publishing sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses on a regular basis, establishing government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment and putting in place a national government plan or strategy with a focus on women's access to financial services.

The **WBL 2.0 expert opinions score** for Luxembourg (90.0 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women's work after having children, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Luxembourg obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Luxembourg is on the indicator measuring expert opinions on women's safety.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally 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
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
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Loi du 8 mars 2017 sur la nationalité luxembourgeoise, Arts. 1 et 25
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Code du Travail, Arts. L. 241-1, 241-2, L. 251-1 et 251-2
Does the law allow employees to request flexible work?	Yes	Code du Travail, Art. 211-8; Règlement grand-ducal du 22 janvier 2021 portant déclaration d'obligation générale de la convention du 20 octobre 2020 relative au régime juridique du télétravail; Convention du 20 octobre 2020 relative au régime juridique du télétravail, Art. 3
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 an industrial job 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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Code Civil, Arts. 212 et 213



Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Code Civil, Art. 213
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Code Civil, Arts. 229, 232 et 233
Does a woman have the same rights to remarry as a man?	Yes	Code Civil, Art. 147
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Code du Travail, Arts. L. 234-44 (1), L332-1 et L332-2
Are leave benefits for mothers paid solely by the government?	Yes	Code de la Sécurité Sociale, Arts. 8, 10 et 25
Is there paid leave available to fathers?	Yes	Code du Travail, Arts. L. 233-16(2), L. 234-44 (1)
Is dismissal of pregnant workers prohibited?	Yes	Code du Travail, Art. L. 337-1
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Règlement Grand-Ducal du 20 décembre 2001, Art. 3; Site Web Officiel de la Ville de Luxembourg; Loi du 4 juillet 2008 sur la Jeunesse, Art. 16; Loi modifiée du 8 septembre 1998, Art. 1
Does the law establish any form of support to families for childcare services?	Yes	Règlement Grand-Ducal du 27 juin 2016 portant Exécution des Dispositions Relatives au Chèque-Service Accueil de la Loi Modifiée du 4 juillet 2008 sur la Jeunesse; Loi du 4 juillet 2008 sur la Jeunesse, Ch. 4; Site Web Officiel du Ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse; Site Web Officiel du Portail des Citoyens (Guichet Luxembourg); Loi Générale des Impôts, Art. 127; Règlement grand-ducal du 19 décembre 2008 relatif à l'Abattement Forfaitaire pour Frais de Domesticité, Frais d'Aides et de Soins en raison de l'Etat de Dépendance ainsi que pour Frais de Garde d'Enfants
Does the law establish any form of support to non-state childcare providers?	Yes	Loi modifiée du 8 septembre 1998, Arts. 11-12; Loi du 4 juillet 2008 sur la Jeunesse, Arts. 16-19
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Règlement Grand-Ducal du 14 novembre 2013, Arts. 7, 10 et 13(2)(a); Site Web Officiel du Portail des Citoyens (Guichet Luxembourg); Règlement Grand-Ducal du 19 octobre 2018, Art. 3; Règlement Grand-Ducal du 20 décembre 2001, Arts. 45 et 48; Règlement Grand-Ducal du 27 juin 2016, Art. 8; Loi du 4 juillet 2008 sur la Jeunesse, Arts. 32 et 35
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Code civil, Arts. 216, 221 et 223
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
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Code Civil, Arts. 216, 544 - 577, 1403, 1421, 1421-1 et 1424; Constitution, Arts. 15(3)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Code Civil, Arts. 731 et 745
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Code Civil, Arts. 731, 767 et 767-2
Does the law provide for the valuation of nonmonetary contributions?	Yes	Code Civil, Arts. 1393 et 1400-1408
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Code de la Sécurité Sociale, Art. 183
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	No applicable provisions could be located
Is the mandatory retirement age for men and women equal?	Yes	Code du Travail, Arts. L.125-3 and L.521-12
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Code de la Sécurité Sociale, Book III, Ch. 1, Art. 171(16)

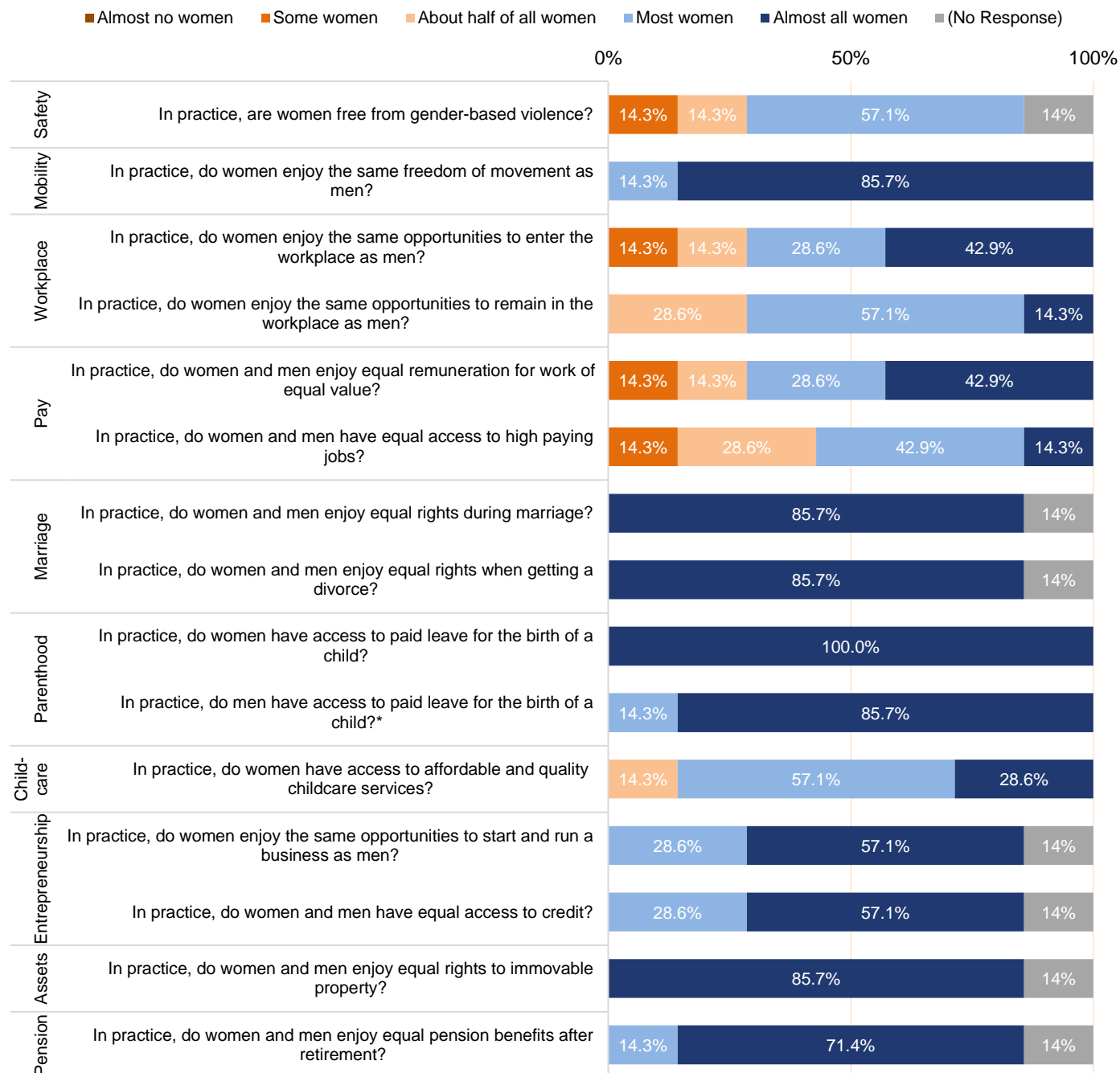
WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Service aux victimes de violence domestique; UMEDO; Femmes en détresse; Training on Domestic Violence
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Ministère de l'Égalité entre les femmes et les hommes; Comité de coopération entre les professionnels dans le domaine de la lutte contre la violence
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	National Budget 2023; Te Puna Aonui
Mobility		
Are passport application processes the same for women and men?	Yes	Procédures de demande de passeports
Are the application processes for official identity documents the same for women and men?	Yes	Procédures de demande de documents d'identité
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Le Recrutement Sans Discrimination
Has the government published guidelines on flexible work arrangements?	Yes	Guichet.lu Teleworking Webpage
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Loi du 28 novembre 2006, Arts. 9 et 10
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Luxembourg Open Data project website, Emploi salarié par secteur d'activité
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Code Civil, Art. 233; New Code of Civil Procedure, Art. 1007-11(1)
Are there specialized family courts?	Yes	New Code of Civil Procedure, Art. 1007-1
Is legal aid available for family law disputes?	Yes	Legal Reception and Information Service
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Website of the Caisse nationale de santé
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Code du Travail, Art. L. 233-16
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Site Web Officiel du Luxembourg; Site Web Officiel de la Ville de Luxembourg
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Loi du 4 juillet 2008 sur la Jeunesse, Art. 28; Official Guide of the Ministère de l'Éducation Nationale, de l'Enfance et de la Jeunes; Site Web Officiel du Ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse; Site Web Officiel du Portail des Citoyens (Guichet Luxembourg)
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Site Web Officiel du Portail des Citoyens (Guichet Luxembourg)



Has the government published any reports on quality of childcare services within the last 3 years?	No	Insufficient evidence located
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	No	Insufficient evidence located
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located
Assets		
Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Code Civil, Arts. 815 and 1401-1408
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	Yes	The "Family Law" Legal Information Service; Ministry of Equality between Women and Men: booklets and animated videos
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
Pension		
Are there incentives in place to increase women's retirement benefits?	Yes	Code de la Sécurité Sociale, Liv. III, Ch. 1 Arts. 171(7) and 174
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Code de la Sécurité Sociale, Liv. IV, Art. 316; Website of Caisse nationale d'assurance pension

WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.