

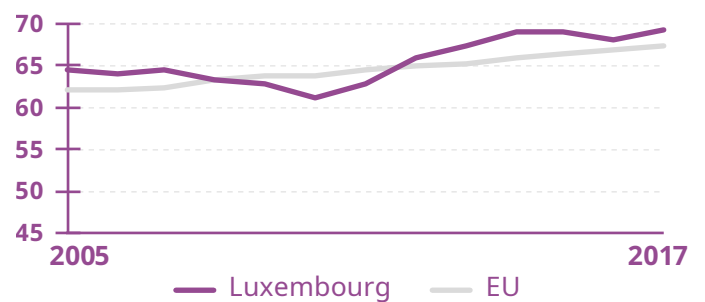
Gender Equality Index 2019: Luxembourg

With **69.2 out of 100 points**, Luxembourg ranks 10th in the EU on the Gender Equality Index. Its score is 1.8 points higher than the EU's score. Between 2005 and 2017, Luxembourg's score increased by 4.8 points (+ 0.2 points since 2015). Luxembourg is progressing towards gender equality at a slightly slower pace than other EU Member States. Its rank has dropped by two places since 2005.

Luxembourg's scores are higher than the EU's scores in all domains, except the power domain. Here, Luxembourg's score is the lowest (44.8 points), compared to other domains. Luxembourg achieves its highest score in the domain of money (91.8 points), the highest score in the EU. The greatest improvements are in the domains of power (+ 8.6 points) and knowledge (+ 7.5 points). There have been regressions in the domains of time (- 4.1 points) and money (- 1.3 points) since 2005.

Between 2005 and 2017, Luxembourg's Index score improved. In the same period, Luxembourg's score was higher than the EU's score (except in 2010), but improved more slowly. Therefore, the differences between Luxembourg and the EU have decreased over time.

Progress in Luxembourg is slower than the EU average

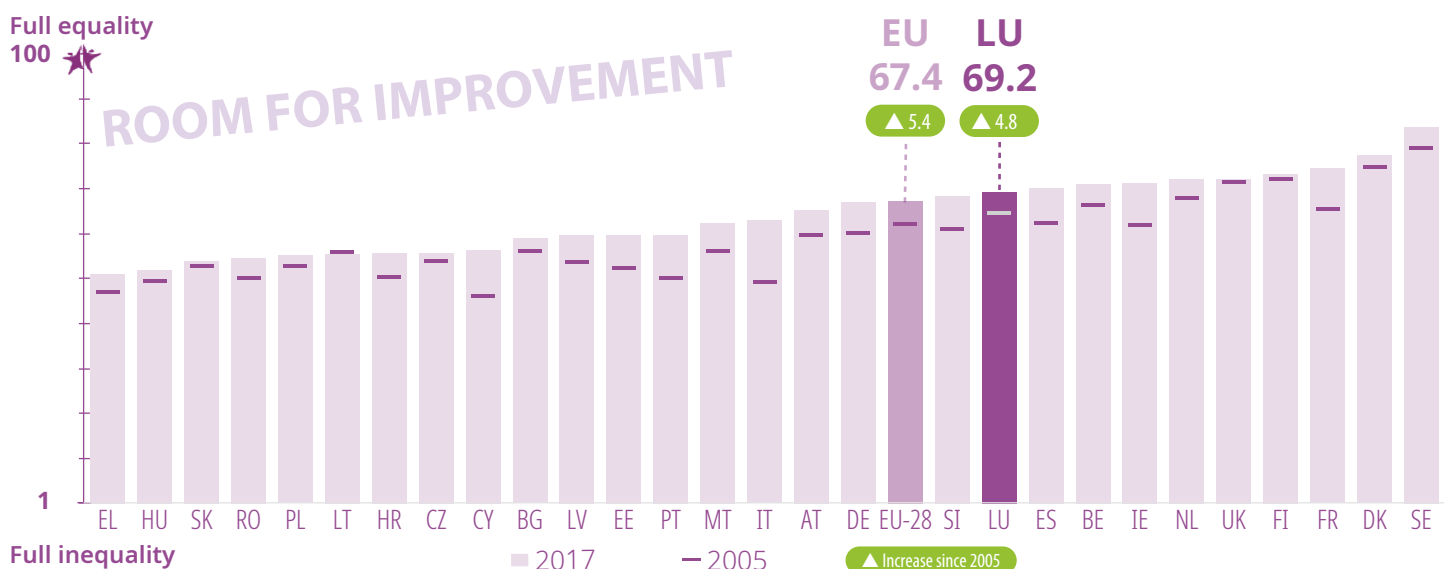


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

Gender Equality Index scores for EU Member States, 2005 and 2017



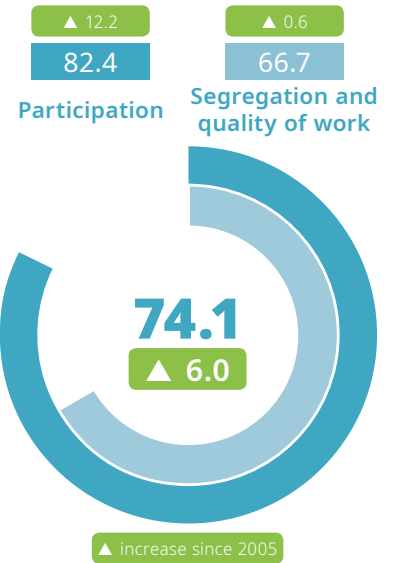


Work

Luxembourg's score in the domain of work is 74.1, showing progress of 6.0 points since 2005 (+ 0.1 points since 2015). The gender gap has decreased in the sub-domain of participation.

The employment rate (of people aged 20-64) is 68 % for women and 76 % for men. With the overall employment rate of 72 %, Luxembourg is close to reaching its national EU 2020 employment target of 73 %. The full-time equivalent (FTE) employment rate increased from 36 % to 45 % for women and decreased from 62 % to 58 % for men between 2005 and 2017, narrowing the gender gap (from 26 percentage points (p.p.) to 13 p.p.). Between women and men in couples with children, the gap is far wider than in couples without children (23 p.p. and 6 p.p.). The gender gap is much narrower between women and men in the 15/16-24 age group than between those in the 25-49 or 50-64 age groups.

Around 35 % of women work part-time, compared to 7 % of men, which is the fifth biggest gender gap in the EU. On average, women work 34 hours per week and men work 40. The uneven concentration of women and men in different sectors of the labour market remains an issue. Around 26 % of women work in education, health and social work, compared to 9 % of men. Fewer women (4 %) than men (28 %) work in science, technology, engineering and mathematics (STEM) occupations.

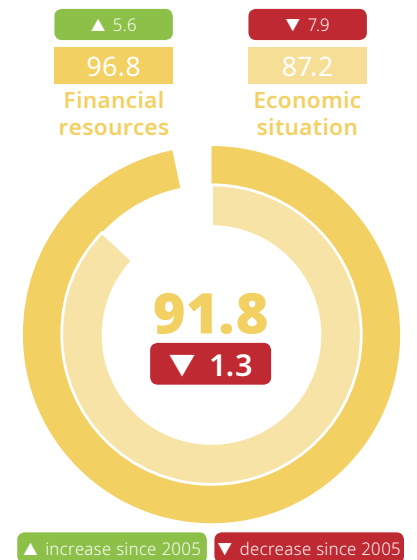


Money

Luxembourg's score in the domain of money is 91.8, a slight decrease of 1.3 points since 2005 (- 2.6 points since 2015). Gender equality has improved in earnings, while poverty and inequality in income distribution have risen.

Despite increases in mean monthly earnings of both women (+21 %) and men (+16 %) from 2006 to 2014, the gender gap persists: women earn 8 % less than men. In couples with children, women earn 34 % less than men (20 % less for women in couples without children). Among people aged 50-64, women earn 37 % less than men, compared to 19 % less in the 15/16-24 age group.

The risk of poverty increased between 2005 and 2017: 19 % of women (+ 7 p.p.) and 17 % of men (+ 6 p.p.) are at risk. People facing the highest risk of poverty are young people aged 15-24 (26 % of women and 29 % of men), people with low levels of education (27 %) and single people (26 %). Inequalities in income distribution increased among women and among men from 2005 to 2017. Women earn on average 95 cents for every euro a man makes per hour, resulting in a gender pay gap of 5 % (among the lowest in the EU). The gender pension gap is 44 %.

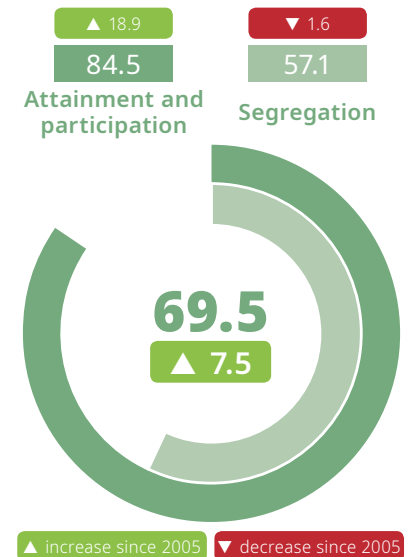


Knowledge

Luxembourg's score in the domain of knowledge is 69.5, progress of 7.5 points since 2005 (+ 0.1 points since 2015). Luxembourg moved three positions forward to rank fifth in the EU in the domain of knowledge. There are improvements in the sub-domain of attainment and participation while the sub-domain of segregation has gone backwards.

Tertiary educational attainment increased from 19 % to 31 % for women and from 23 % to 30 % for men between 2005 and 2017. The gender gap in attainment is significantly wider between lone parents (9 p.p.) and between women and men aged 50-64 (8 p.p.), in both cases to the detriment of women. Luxembourg has not yet met its national EU 2020 target of having 66 % of people aged 30-34 with tertiary education. The rate stands below the target at 56 % (with 60 % for women and only 53 % for men). Participation in lifelong learning increased from 16 % for women and 17 % for men to 24 % for both, between 2005 and 2017. Luxembourg has the sixth highest participation rate in the EU.

The uneven concentration of women and men in different study fields in tertiary education remains a challenge. Around 38 % of women students compared to 22 % of men students study education, health and welfare, or humanities and art.



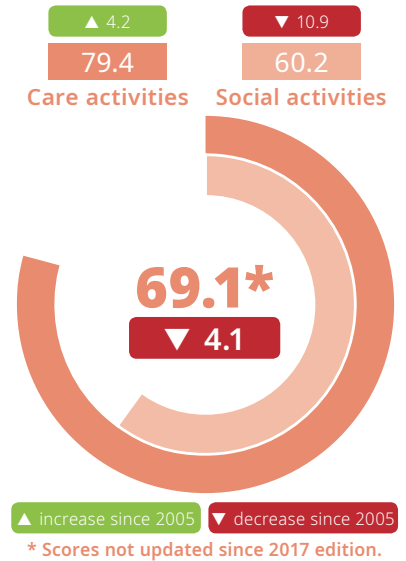


Time

Luxembourg's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

In the domain of time, Luxembourg's score is 69.1, which is above the EU's score of 65.7. Gender inequalities have decreased in the sharing of care responsibilities but have increased in time share related to social activities since 2005. Women are less likely to participate in sporting, cultural and leisure activities outside the home (37 % compared to 46 % for men) and to get involved in voluntary or charitable activities (10 % compared to 22 % for men).

Women are more likely to spend time caring for their family: 42 % of women, compared to 36 % of men, care for and educate their family members for at least one hour per day. The gender gap has decreased (from 21 p.p. to 6 p.p.). In couples with children, higher shares of both women (87 %) and men (82 %) are involved in caring for their family. The share of women doing cooking and housework every day for at least one hour is twice as high (78 %) as that of men (39 %).

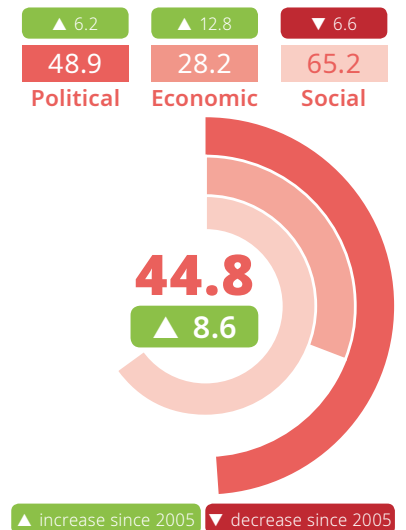


Power

Luxembourg's score in the domain of power is 44.8, showing progress of 8.6 points since 2005 (+ 1.3 points since 2015). Although this is the lowest score for Luxembourg across all domains, the power domain improved the most over time. There are improvements in the sub-domains of political and economic power, yet regression in the sub-domain of social power.

The pace of progress in the sub-domain of economic power is slower than that of the EU. The share of women among the board members of the central bank increased from 13 % to 22 %, between 2005 and 2018, and the share of women on the boards of the largest publicly listed companies jumped from 3 % to 14 % over the same time.

In the sub-domain of political power, the share of women ministers increased from 20 % to 22 % between 2005 and 2018, as well as the share of women members of parliament from 23 % to 27 %. Around 23 % of members of regional assemblies are women. In the sub-domain of social power, women comprise 56 % of board members of research-funding organisations, 33 % of board members of publicly owned broadcasting organisations, and just 15 % of members of the highest decision-making bodies of national Olympic sports organisations.

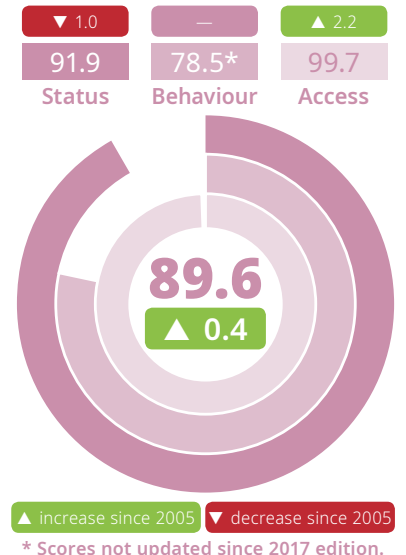


Health

Luxembourg's score in the domain of health is 89.6, with no significant change since 2005 (+ 0.6 points since 2015). There are improvements in access to healthcare, while minor regressions are in health status. There is no new data for the sub-domain of health behaviour.

Self-perceptions of good health slightly decreased from 72 % to 70 % for women and from 75 % to 73 % for men between 2005 and 2017. Health satisfaction rises with higher levels of education but declines with the increase of age. The gender gap is most significant between single women and men (9 p.p.), and women and men with low levels of education (8 p.p.), with more men than women perceiving their health as good. Life expectancy increased for both women and men between 2005 and 2016. On average, women live five years longer than men (85 years compared to 80 years).

Unmet needs for medical examinations slightly decreased between 2005 and 2017, from 4 % for women and 5 % for men to 1 % for both. Unmet dental needs also declined: 1 % of both women and men report unmet needs for dental care (compared to 3 % and 4 % in 2005). Women and men with disabilities report similar levels of unmet needs for medical care (2 % and 1 %) but slightly higher unmet needs for dental care (4 % for both) compared to women and men without disabilities (1 % and 2 % for both medical and dental care).





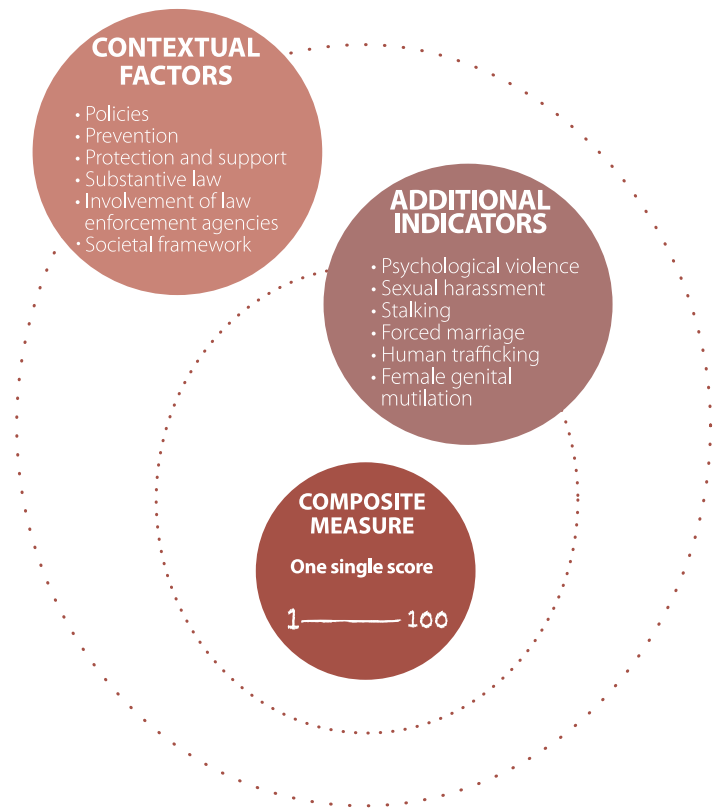
Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Luxembourg signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in August 2018.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Luxembourg does not provide data on women victims of intentional homicide by an intimate partner or family member. Neither does it provide data estimating the proportion of girls (in the resident migrant population) at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 15 registered women victims of trafficking in human beings in 2018. Comparable data, disaggregated by sex,



is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in cas-

es where it is based on definitions of traditional standard employment.

In 2016, 39 % of women and 28 % of men aged 20-49 (potential parents) were ineligible for parental leave in Luxembourg. Unemployment or inactivity was the main reason for ineligibility for 63 % of women and 52 % men. The remaining 37 % of women and 48 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex parents are eligible for parental leave in Luxembourg. Among the employed population, 19 % of women and 17 % of men were ineligible for parental leave.

Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Luxembourg, 50 % of all informal carers of children are women. Overall, 74 % of women and 72 % of men are involved in caring for or educating their children (or grandchildren) at least several times a week. Compared to the EU average (56 % of women and 50 % of men), significantly more women and men are involved in caring for or educating their children (or grandchildren) in Luxembourg. The gender gaps are wider within the 20-49 age group (94 % and 85 %), within the 50-64 age group (58 %

and 68 %) and among women and men who are working (87 % and 78 %).

Luxembourg has reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Around 61 % of children below the age of three are under some form of formal care arrangement, which is the third highest coverage in the EU. About 37 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 91 % of children from age three to the minimum compulsory school age (64 % are in formal childcare for at least 30 hours a week). Around 13 % of households in Luxembourg report unmet needs for formal childcare services.

Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers for older persons and/or persons with disabilities in Luxembourg are women (56 %). The shares of women and men involved in informal care for older persons and/or people with disabilities several days a week or every

day are 16 % and 12 %. The proportion of women involved in informal care is 1 p.p. higher than the EU average, while the involvement of men is 2 p.p. higher. About 27 % of women and 15 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 15 % of women and 11 % of men in the 20-49 age group. Around 66 % of women carers for older persons and/or persons with disabilities are employed, compared to 72 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is narrower in Luxembourg than in the EU (6 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 52 % of women informal carers work, compared to 79 % of men. Around 15 % of women and men in Luxembourg report unmet needs for professional home care services.

Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Luxembourg, men spend slightly more time commuting to and from work than women (around 47 minutes per day for men and 43 minutes for women). Women in couples with children commute 44 minutes per day, compared to 45 minutes for women in couples without children. Men in

couples with children travel 48 minutes to and from work, while men in couples without children commute 10 minutes less each day (38 minutes). Single women spend less time per day traveling (40 minutes) compared to single men (44 minutes). Women spend less time commuting than men, regardless of whether they work part-time or full-time. Women working part-time travel 40 minutes from home to work and back per day, while men commute 43 minutes, compared to 46 minutes for women and 47 minutes for men working full-time.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

More than half of women (52 %) and men (53 %) have no control over their working time arrangements. Access to flexible working arrangements is higher for women and men in Luxembourg than in the EU where 57 % of women

and 54 % of men have no possibility to change their working time arrangements. Flexible working arrangements do not differ significantly in the private and the public sector: 50 % of women and 54 % of men working in the private sector have no control over their working time arrangements, compared to 54 % of women and 52 % of men in the public sector.

Even though there are more women than men working part-time in Luxembourg, fewer women (8 %) than men (26 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Luxembourg's participation rate in lifelong learning (17 %) is above the EU average (11 %), with a narrow gender gap (1 p.p.) Women (aged 25-64) are more likely to participate

in education and training than men among employees (20 % compared to 18 %), as well as among unemployed persons (28 % of women compared to 18 % of men). Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (36 %) than for women (33 %). Family responsibilities are reported as barriers to engagement in education and training for 38 % of women compared to 23 % of men. Both work schedules and family responsibilities are less of an obstacle for participation in lifelong learning in Luxembourg than in the EU overall. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

Read more about the Gender Equality Index at <http://eige.europa.eu/gender-equality-index>

European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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