Evaluation of the Luxemburg Action Plan For Employment

Expert Group on Gender and Employment

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DULBEA
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Executive Summary

1. The employment context and the gender equality deficit

The participation and employment rates in Luxemburg are significantly lower for women than for men. Even if very low, the unemployment rate of women remains higher than for men. Between 1999 and 2000 women dependent employment grew by 6.8% (versus 5.6% for men). Desegregation of the employment growth with respect to the status of residence shows that the growth of dependent employment in Luxemburg is essentially explained by the fast increasing number of frontier workers: employment grew by 4.3% for female residents and by 12.7% for female frontier workers. There are barriers that keep Luxemburg native women from entering the labour market: The excess demand for child care services (although the situation has been improved in recent times), the price of child care services, the difficulty to reconcile private and occupational schedules, etc. do not incite Luxemburg native women to enter the labour market. As a consequence, jobs that are created are mostly occupied by female foreigner workers.

While the gender education gap among the younger generations has almost disappeared, there is still a segmentation in the educational choices: women choose often traditionally female education’s and training’s fields.

There is a significant gender wage gap principally because of the unequal access to education (or education’s fields), to training and to work promotion and because women occupy lower qualified occupations.

Finally, a significant fraction of the female labour force is engaged in part-time employment, which means few career perspectives, little responsibility attached to their jobs, lower earnings and lower pensions.

2. Summary of the development of gender equality / gender mainstreaming within the NAPs 1998-2001

Gender equality and gender mainstreaming are constitutive parts of the process of establishing and negotiating the NAP. Two process are participating to this fact:

Firstly, the Ministry of Women’s Affairs, created in 1995, has been involved in the preparation of the NAPs and has proposed some of the measures that have been incorporated. Moreover, the Ministry produced a report, that is an appendix of the 2001 NAP, that describes and assess (when data are available) all the measures that affects gender equality / mainstreaming. Since his creation, the Ministry of Women’s Affairs, has the right to look at any policy, measure or project of law from a gender impact assessment point of view. The Ministry plans to create gender assessment committees in each ministry. The role of these committees will be to assess any policy, measure or draft law that will be produced by the ministry they are depending.

Secondly, the NAP, in Luxemburg, is drawn up as an agreement of the Tripartite National Coordination Committee and the evaluation of the NAP is also carried out on a tripartite base. It involves that the social partners are agree with all the measures related to gender equality that are included in the NAP. The Committee on Women’s Employment, that is a representative organ of several women organisations, has the brief to monitor implementation of gender issues in the NAP.
The assessment of the measures related to gender equality / gender mainstreaming has globally improved since 1998. Data are more often desegregated by gender and the context within the measures take place is well analysed (especially for the measures entering the fourth pillar). The best improvements may be seen in the assessment of the vocational training and childcare measures. Newer measures, like parental leave, are now assessed in the 2001 NAP. However, the assessment is often limited to the evaluation of the number of participants. More qualitative studies, like the effect of the measures on the career path, are missing.

The measures that promote gender equality and gender mainstreaming are also developing. Concerning the first pillar, improving employability, the previous years measures were mainly aimed at providing incentives to firms to recruit women or to allow them to access private firms traineeships. The new 2001 measures are more aimed at removing the barriers that keep women from entering the labour market, by taking more into account the family context. Another evolution may be seen in the measures related to vocational training. While the previous NAP’s measures were aimed at providing special trainings for women, the measures implemented in 2001 are more aimed at avoiding the gender segmentation in training that steers women toward traditionally female training courses.

There are very few developments in the second and third pillars. Seeing that employment growth is fast, the development of entrepreneurship is not really a priority in Luxemburg. Bargainings between social partners are currently going on, so no specific measure for women, that would enter the second pillar, is taken for the moment. Concerning the third pillar, the law of 12th February 1999 introduced a framework that allows the social partners to bargain on working time organisation. There were disagreements between social partners concerning the interpretation of this framework. A pre-draft law, that contains clarification of the framework, was tabled the 5th February 2001. So, since 1998, there was no concrete change on the working time organisation in Luxemburg.

The gender equality deficit has been correctly identified in Luxemburg. As explained above, women enter the labour market much less frequently than men and, when they enter it, they occupy lower qualified occupations and enter economic activities where they are already over-represented. Since 1998, measures entering the fourth pillar have been implemented and developed in order to tackle these problems. To increase women employment, Luxemburg has implemented measures to increase the childcare provision. The target is to create, in the medium term, 1000 additional places. Unfortunately, the process seems slower than expected. In order to channel women toward more qualified occupations and toward non specifically female economic activities, measures are taken to steer young women toward non specifically female educational fields (including science and technology), to introduce gender mainstreaming across educational programmes and to provide more diversified training courses for women. Measures aimed at tackling gender discrimination at work are also taken. Among them, one must underline the positive actions in the private sector that are measures implemented by the firms, in collaboration with the Ministry of Women’s Affairs, in order to introduce gender mainstreaming and gender equality in firms by the way of different approaches: training courses aimed at providing opportunities to women to access occupations with more responsibilities, actions to increase workers awareness of gender equality at work, etc.
### Summary table 1: development of gender equality and gender mainstreaming within the NAPs 1998-2001

<table>
<thead>
<tr>
<th>Year</th>
<th>Institutional mechanisms for gender mainstreaming</th>
<th>Gender evaluation or monitoring of policies/setting of gender targets</th>
<th>Attention to gender issues in first three pillars</th>
<th>Development of equal opportunities pillar</th>
</tr>
</thead>
<tbody>
<tr>
<td>1998</td>
<td>- The Ministry of Women’s Affairs has the right to look at any policy, measure or project of law from a gender impact assessment point of view. - The Committee on Women’s Employment has the brief to monitor implementation of gender issues in the NAP.</td>
<td>No new measures</td>
<td>- Incentives for firms to allow women (who are working or not) to access private firm traineeships. - training courses for female re-entrants. - Incentives for firms to recruit women. - pilot projects with local structures.</td>
<td>- introduction of an equal opportunity delegate in firms in the private and public sectors. - positive actions in the private sector. - project “Femmes, Sciences et Technique” to channel women towards courses of training in science and technology. - childcare arrangements - introduction of parental leave and leave for family reasons.</td>
</tr>
<tr>
<td>1999</td>
<td></td>
<td>No new measures</td>
<td>Most of the 1998 NAP measures were implemented in 1999 because the law on the implementation of the 1998 NAP was voted the 12 February 1999. There are no new gender issues but the previous ones are being developed.</td>
<td>Most of the 1998 NAP measures were implemented in 1999 because the law on the implementation of the 1998 NAP was voted the 12 February 1999. There are no new measures but the previous ones are being developed.</td>
</tr>
<tr>
<td>2000</td>
<td></td>
<td>No new measures</td>
<td>There was no new measure in the 2000 NAP.</td>
<td>Adoption of a law against sexual harassment at work.</td>
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<tr>
<td>2001</td>
<td></td>
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<td></td>
<td>- Program of experiences and good practices exchanges on the gender pay gaps in a transnational framework. - the budget and the staff for the positive action are increasing. - positive action to incite firm to hire women in leave. - State participation in the funding of childcare outside the class hours. - Actions to increase employer’s awareness of the parental leave taken by fathers. - information and training on gender mainstreaming for training programs promoters.</td>
</tr>
</tbody>
</table>
3. Main progress in the 2001 NAP

Luxemburg produced or commissioned several studies in order to understand the context within the measures related to gender mainstreaming and equality take place: the Ministry of Women’s Affairs produced two different reports: a report that compiles all the measures included in the 2001 NAP and the assessment of the previous measures, related to gender mainstreaming and equality. For each measure, the actual situation is presented. The fact that this report is an appendix of the 2001 NAP shows the particular attention paid to gender issues; and a report that analyses the situation of women on the labour market. Three reports are commissioned: a report that analyses the situation of men and women in the social security system, in order to move toward an individualisation of the social security; a report over elderly employment, that will pay a particular attention to women; and a report that analyses the economic decision making process of women.

Concerning the first three pillars, one can only find new measures in the first pillar because no agreement was reached, related to gender equality/mainstreaming, for the two others. The new measures related to the first pillar are mainly aimed at increasing the flexibility for the job seekers: family reason is now taken into account in the unemployment benefit allocation system; childcare possibilities are provided for parents who want to participate in ADEM (Employment Administration) activities; the unemployment fund takes in charge travel and childcare costs not only for single families but now for two parents families who earn less than 2.5 times the minimum wage; information meetings are organised for women who don’t need to be registered as job seeker. This last measure takes into account the fact that women participation rate is very low in Luxemburg, and there are relatively few women who are registered as job seekers.

There is no substantial innovation in policies entering the fourth pillar, except for education and continuous vocational training. The accent is put on the awareness of educational choices and gender stereotypes in school but also in the training programmes: training on gender mainstreaming will be given to training program’s promoters; introduction of gender mainstreaming in school by the way of essays; actions are taken to channel women toward non specifically women studies and training courses, for example by the way of information campaigns, etc.

Another new field of action concerns the gender pay gaps: a program of experiences and good practice’s exchanges on the gender pay gaps is organised, in the framework of the Community program for the gender equality. Training will be given to social partners, in a transnational framework.

The other measures, that were implemented the previous years, are being developed: the budget and the staff for the positive actions were been increased; the State is now taking in charge 50% of the commune’s cost and deficit balance of the childcare infrastructure’s increase; actions will be taken in order to increase employers awareness of the parental leave taken by the parents.
### Summary Table 2: Measures Taken in the 2001 NAP

<table>
<thead>
<tr>
<th>Date of measure</th>
<th>Reason for relevance to gender equality</th>
<th>Measures to increase women workforce</th>
<th>Measure to increase women training programs</th>
<th>Measure to increase training programs for non-specifically female training fields</th>
<th>Measure to channel women towards non-traditional jobs</th>
<th>Measure to part-time, self-employed or flexible training programs</th>
<th>Gender impact taken into account in design</th>
<th>Gender monitoring/targets</th>
<th>Aims to close gender gap</th>
<th>Should assist gender mainstreaming</th>
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<tbody>
<tr>
<td>New for 2001</td>
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</table>

**Job pillar**
- Vocational training programs
- Non-specifically female training fields
- Measures aimed at channeling women towards non-traditional jobs
- Measures to part-time, self-employed or flexible training programs
- Gender impact taken into account in design
- Gender monitoring/targets
- Aims to close gender gap
- Should assist gender mainstreaming

**Active Learning**
- Study about the move toward individualisation of Social Security
- Measures for part-time, self-employed or flexible training programs
- Measures for non-specifically female's training fields
- Vocational training programs
- Non-specifically female training fields
- Measures aimed at channeling women towards non-traditional jobs
- Measures to part-time, self-employed or flexible training programs
- Gender impact taken into account in design
- Gender monitoring/targets
- Aims to close gender gap
- Should assist gender mainstreaming

**Tax and Benefit Policies**
- Study about the move toward individualisation of Social Security
- Measures for part-time, self-employed or flexible training programs
- Measures for non-specifically female's training fields
- Vocational training programs
- Non-specifically female training fields
- Measures aimed at channeling women towards non-traditional jobs
- Measures to part-time, self-employed or flexible training programs
- Gender impact taken into account in design
- Gender monitoring/targets
- Aims to close gender gap
- Should assist gender mainstreaming

**Employability pillar**
- Measures for unemployed women
- Measures for part-time, self-employed or flexible training programs
- Measures for non-specifically female's training fields
- Vocational training programs
- Non-specifically female training fields
- Measures aimed at channeling women towards non-traditional jobs
- Measures to part-time, self-employed or flexible training programs
- Gender impact taken into account in design
- Gender monitoring/targets
- Aims to close gender gap
- Should assist gender mainstreaming

**Entrepreneurship pillar**
- Measures for employment
- Measures for part-time, self-employed or flexible training programs
- Measures for non-specifically female's training fields
- Vocational training programs
- Non-specifically female training fields
- Measures aimed at channeling women towards non-traditional jobs
- Measures to part-time, self-employed or flexible training programs
- Gender impact taken into account in design
- Gender monitoring/targets
- Aims to close gender gap
- Should assist gender mainstreaming
<table>
<thead>
<tr>
<th></th>
<th>Pay</th>
<th>Equal opportunities</th>
<th>Lifelong Learning</th>
<th>Flexibility and security</th>
<th>Working life</th>
<th>Adaptability pillar</th>
<th>Action</th>
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<tbody>
<tr>
<td>Pay</td>
<td>- Programs of experience exchanges on the gender pay gaps in a</td>
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<td>- Information and training on gender</td>
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<td>transnational framework.</td>
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<td>- Evaluation of gender equality at work.</td>
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<td>- Awareness of gender equality at work.</td>
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<td>- Positive actions.</td>
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<td>- Programs of experience exchanges about gender equality.</td>
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<td>Action lead to increase employers awareness of the parental leave taken by the fathers.</td>
<td>Positive action lead by the Employers Chamber to hire women in leave.</td>
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<tr>
<td>Care provision of childcare places, renting of childcare infrastructure costs and deficit sold of the communes.</td>
<td>Creation of childcare places, renting of childcare infrastructure costs and deficit sold of the communes.</td>
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<td>Family friendly policies.</td>
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4. Responses to Council recommendations relevant to gender:

*Luxembourg should pursue efforts and implement measures aimed at increasing labour-market participation rate amongst older workers and women, including a review of tax and benefit systems; and take action to promote gender mainstreaming;*

This recommendation is integrated in the 2001 NAP: The measures aimed at increasing labour-market participation rate amongst women are measures related to vocational training, assessment of the parental leave, measures related to the supply of child care services, a study that will analyse the women’s decision making process, a study that will analyse why the older workers leave the labour-market (with specific attention to the gender aspect) and a study that will analyse the individualisation of the social security system.

Gender mainstreaming is present in a high number of measures. The statistics on participation to training are distributed by gender. The development of measures and the implementation of new measures take into account the gender mainstreaming. More specifically, the gender mainstreaming is present in all the measures related to education, steering and training.
<table>
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<tr>
<th>Recommendations</th>
<th>Responses</th>
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<tr>
<td><strong>2000</strong>&lt;br&gt;Pursue efforts toward a comprehensive strategy to increase the participation rate of women in the labour market, including the examination of tax-benefit disincentives, and measures facilitating the reconciliation of work and family life.</td>
<td>No responses because no new measure in the 2000 NAP.</td>
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<td><strong>2001</strong>&lt;br&gt;Encourage the social partners to foster a constructive dialogue as this is indispensable for the success of the employment policies outlined in the NAP</td>
<td>The NAP, in Luxemburg, has always been drawn up as an agreement of the Tripartite National Co-ordination Committee and the evaluation of the NAP has always been carried out on a tripartite basis. They succeed to reach an agreement about the NAP in 2001, while it was not the case in 2000 because the Luxemburg Government preferred not to implement new measures rather than not having an agreement with the social partners.</td>
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<tr>
<td>Pursue efforts and implement measures aimed at increasing labour-market participation rate amongst older workers and women, including a review of the tax benefit system; and take action to promote gender mainstreaming.</td>
<td>Measures aimed at increasing labour-market participation rate amongst women:</td>
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</table>
| Should continue with implementation of the framework law on continuous vocational training and work on policy development and implementation, including the setting of targets, so as to increase the participation rates in education and training. | - Vocational training measures  
- Parental leave  
- Childcare provision  
- Family situation taken into account in unemployment benefit allocation system and for unemployed activities.  
- Study about a move toward individualisation of the Social Security.  
| Actions to promote gender mainstreaming: | - Assessment of measures desegregated by gender.  
- Information and training on gender mainstreaming for training program promoters.  
- Report produced by the Ministry of Women’s Affairs about the NAP measures related to gender equality/gender mainstreaming.  
- Research on development of indicators on gender equality.  
- Gender mainstreaming across educational programs.  |
| Gender aspect is taken into account in all the measures related to continuous vocational training and education. Measures are taken to increase the participation rate of women in training. For example childcare services are provided for unemployed parents who want to participate in training. |
5. Conclusion

Luxemburg is progressing in the development of tools allowing a better understanding of the situation of women on the labour market. As a consequence, the main measures implemented in 2001 are aimed at striking at the root of the evil.

Gender mainstreaming and gender equality is now a constitutive part of the process of establishing and negotiating the NAP. An appendix, produced by the Ministry of Women’s Affairs is analysing the measures of the NAP related to gender mainstreaming / equality. It gives an analyse of the context, an assessment of the previous measures (if data are available) and advises on what must be done in the future.

Nevertheless, there are some weak points that must be improved in the future:
- Concerning pillar 3, adaptability, working time re-organisation is not surprisingly a controversial subject.: bargaining between social partners seems to be difficult and it is still impossible to point out significant changes on that field. A significant part of the increase of women’s employment is explained by the increase of part-time employment. There are no analyse of the women’s will to work part-time or full-time, nor politics about work time organisation in the 2001 NAP. Future prospects must be done in this field.
- The assessment of measures is often limited to the evaluation of the number of participants but more qualitative studies are missing. For example, an analyse of the measure’s effect on the career path should be undertaken.
Final Report
1. THE EMPLOYMENT CONTEXT AND THE GENDER EQUALITY DEFICIT

1.1. Introduction

The overall economic situation in Luxemburg is quite attractive in comparison to the rest of the European Union. Indeed, real GDP growth is relatively high, inflation rate is moderate and the unemployment rate is very low (see table 1). Nevertheless, if we focus on the situation of women on the labour market, there appears to be a significant gender equality deficit in Luxemburg. In this chapter, we emphasise this issue by tackling respectively the following topics: the evolution of employment and unemployment for women, occupational segregation, wage inequality and the possible causes of these gender inequalities: educational deficit and the excess demand of child care services.

The main indicators used here come from the Labour Force Survey 1999 and 2000 (EUROSTAT, 2000 and STATEC, 2001b) which take into account only the residents (foreigners and natives of Luxemburg). It is important to note that Luxemburg is characterised by a high proportion of frontier workers (32.43%)\(^1\). It means that, by using the Labour Force Survey, only 67.57% of the total interior employment is taken into account.

1.2. Employment and unemployment

Table 2 describes the evolution of employment, unemployment and participation rate for male and female residents in Luxemburg over the period 1996 and 2000. While the proportion of women and men being unemployed in Luxemburg is very low in comparison to the E.U.’s average, the unemployment rate is significantly higher for women than for men (3.3% versus 1.9% in 2000). Nevertheless, we see that this rate decreased for women between 1999 and 2000 and raised for men. Unemployment is not the main problem for women in Luxemburg: the difference between the employment rate of women and men is very high in comparison to E.U. averages. Moreover, women seem to be much less active than in the other European countries. However, we can see an improvement these last years.

Following Engel and Lejealle (1999), the overall annual average growth rate of dependent employment, i.e. wage and salary earners, has reached 3.7% between 1988 and 1998. Looking at the gender aspect, it appears that during the same period the average annual growth rate of dependent employment has been lower for men than for women (respectively 3.1% and 4.2%). The same evolution can be observed between 1999 and 2000: women dependent employment growths by 6.8% versus 5.6% for men.

\(^1\) ADEM (2000)
Desegregation of the employment growth with respect to the status of residence is very informative. Indeed, Table 3 shows that the growth of dependent employment in Luxemburg over the period 1988 and 1998 is essentially explained by the fast increasing number of frontier workers and to a lesser extent by the growing number of foreign residents having a job in Luxemburg. We observe the same situation between 1999 and 2000: the increasing number of frontier workers still explain the essential of dependent employment growth in Luxemburg. Moreover, dependent employment creation has been mainly favourable for women, in particular for female foreigners and frontier workers.

1.3. Occupational Segregation

The concentration of dependent workers by sector of activity is different for men and women. In October 1999, 90% of women (resident and frontier workers) were occupied in services against 60% of men. Within the service sector, they are more concentrated in trade and maintenance (17% of women vs. 12% of men), financial intermediation (15% of women vs. 10% of men), real estate, renting and business activities (14% of women vs. 10% of men), public administration (14% of women vs. 11% of men) and health and social work (12% of women vs. 2% of men).

If we look now at the gender repartition by sector of activity in the services (see table 4), we find that women are over-represented in education (63.7% are women), in health and social work (81.7%), in non economic organisations (59.0%), in domestic services (97.7%) and in other services activities (87.1%) i.e. hair dressing and beauty treatment, washing of textile, etc.

In 1993 (table 5), 84% of women are employed in technician, clerk, services and sales and elementary occupations. Although the proportion of women who work in legislator and manager occupations decreased between 1993 and 1999, the occupation structure of women seems to improve: they are more frequently working in technician and professional occupations and they are less present in clerk, services and sales, and elementary occupations. Nevertheless, the situation is always less favourable for women than for men in 1999: 61% of services and sales workers are women and among the elementary workers, 65.8% are women. At the opposite, only 23.7% of the managers are women.

From Table 6 we can observe that the incidence of part-time employment is much larger among resident women than men (respectively 28.3% and 1.6% in 1999). Notice that the proportion of part-time employment has been very stable for men since 1990 while the opposite applies for women (+9 percentage points). Finally, it is important to note that in 1999, women occupy 91.8% of the part-time works (E.U. average is 79.0%).

1.4. Wage inequality

Lejealle (2001) studied the gender wage gaps and theirs causes in Luxemburg by using the Earning Structure Survey led by the STATEC in 1995. This survey concerns a sample of private firms with more than 10 employees who work under unlimited term contract.

The main results of this study are the following:

(i) Men wages are, in average, 15% higher than women wages (apparent disparity).

2 STATEC (2000).
3 STATEC (2000)
4 OCDE (2000b)
(ii) Taking into account the differences in employment structure, i.e. occupation, sector of activity, educational level, etc., men wages become 11% higher than those of women (controlled disparity). This difference in earnings may be provided by gender discrimination but also by characteristics which were not taken into account by this study, i.e. family education, geographic mobility, market power of the firms, etc.

(iii) Occupations with the lowest wages differences are those where women are the most present and the most qualified.

(iv) Analysing the gender wage gaps for the youngest workers (≤ 30 years of age), the authors found that the differences reduce to 6% for all occupations (taking into account the employment structure) and that there are no differences any more for the superior occupations.

(v) The apparent gender wage gaps (which take not into account the different characteristics of the workers and the firms) are the result of gender inequalities like access to formation, to employment, to occupational promotion, etc.

Table 7 shows the gender wage gaps by occupation for all age groups and table 8 for the workers who are less than 30 years. The disparities are expressed in multiplicators: for instance, the multiplicator of the apparent disparity for the professionals is 0.86. It means that, in this occupation, women earn about 14% less than men.

1.5. Educational deficit

Female residents of Luxemburg are less educated than men (see table 9). 40.6% of women have less than the upper secondary level in contrast to 31.5% of men. Likewise, the proportion of women who succeeded a higher non-university degree or a university degree is lower than for men (respectively 16.1% and 22.4%).

Nevertheless, a breakdown by generation reveals almost no gender difference in attained educational level among the youngest generation (between 25 to 34 years old). This illustrates the profound modification in education behaviour of women. The proportion of women who left before the upper secondary level is considerably higher for women between 50 and 59 years of age (54.9%) than for women between 25 and 34 years of age (32.1%).

In addition, decomposition by nationality shows that the education level of female foreign workers living in Luxemburg, apart from the Portuguese, significantly increases the average education level of the female residents.

Moreover, although data concerning vocational training are scarce, Engel and Lejealle (1999) point out that women are less involved in such programs. The proportion of women taking part in vocational training programs in the public sector amounts only for one third of the total population. The same picture appears for the private sector. Yet, the participation rate of women is higher than in the public sector.

From table 10, we see that women’s employment rate is more sensitive to the education level than for men. However, education level does not fully explain the weak employment rate of women. Indeed, there is still a high margin between the Luxemburg employment rate and his E.U. average one for women.

5 Engel and Lejealle (1999)
1.6. Child care services

The participation rate of women depends crucially on the number of children they have. This observation is corroborated by the fact that family obligations (domestic work and in particular children) are the main reasons that hinder them to enter the labour market (Engel and Lejealle, 1999).

Having this in mind, it is clear that the supply of child care services is a particular important issue. Although data for Luxemburg concerning child care services are scarce, Engel and Lejealle (1999) remark that demand for child care services is larger than supply. Nevertheless, since recently the situation is improving.

From table 11, we can observe that the proportion of employed women without child is higher in Luxemburg than the E.U. average. This situation reverses with one or more children.

1.7. Conclusion

The need for gender mainstreaming in Luxemburg is quite obvious from the analysis that has been made throughout this chapter. The following major gender equality deficits have been identified:

(i) Participation and employment rate is significantly lower for women than for men. At the same time, the unemployment rate of female is higher than for men.

(ii) Female employment has been consistently increasing over the last decade. Nevertheless, this evolution favoured principally female foreigners (resident and frontier workers) and marginally female natives. Therefore, future policies should try to increase the education level of female natives which on average is lower than that of female foreigners.

(iii) While the gender education gap among the younger generations has almost disappeared, women still have the tendency to enter economic activities were they are already over-represented and to occupy lower qualified occupations.

(iv) Female participation rate in vocational training is lower than for men. Hence, it does not enable to neutralise the initial gender education gap that is observed among the “older” generations.

(v) There is a significant gender wage gap principally because of the unequal access to formation and to work promotion. However, the gap has almost disappeared for the younger generations.

(vi) Excess demand for child care services (although the situation has been improved in recent times), the price of child care services, the difficulty to reconcile private and occupational schedules, etc. do not incite women to enter into the labour market. Besides, a significant fraction of the female labour force is engaged part-time employment, which means few career perspectives, little responsibility attached to their jobs, lower earnings and lower pensions.

As a consequence and given the low rate of unemployment in Luxemburg, it seems clear that gender mainstreaming should be one of the principal issues in the National Action Plan.

2.1. Development of gender equality / gender mainstreaming within the NAPs 1998-2001

2.1.1. Institutional Framework:

The NAP, in Luxemburg, is drawn up as an agreement of the tripartite national co-ordination committee and the evaluation of the NAP is also carried out on a tripartite basis. The Committee on Women’s Employment has the brief to monitor implementation of gender issues in the NAP.

More specifically, on a gender perspective, the Ministry of Women’s Affairs, created in 1995, has the policy of mainstreaming in charge. The ministry has the right to look at any policy, measure or project of law from a gender impact assessment point of view. The elaboration, the implementation and the evaluation of the NAP, from a gender perspective, is a crucial point for the Ministry. The Ministry has been involved in the preparation of the NAP and has proposed some of the measures that have been incorporated. Moreover, the Ministry produced a report which describes all the measures that affect gender equality in the 2001 NAP. The fact that this report is incorporated in the NAP (as an annex) shows the crucial role of the Ministry of Women’s Affairs.

Having said this, we will analyse, for each pillar, what measures have been done and evaluated since 1998, but before that, a point must be explained: in 2000, the social partners have not reached an agreement concerning the NAP. The 2000 NAP does not include new measures but evaluation and statistics (when available) of the previous NAP’s measures.

2.1.2. Development of gender evaluation and monitoring

- **Pillar 1: Improving employability**

Since the 1999 NAP, the statistics on the measures organised by ADEM (for the unemployed) are well detailed and desegregated by gender. Unfortunately, in contrast to NAP 1999, both NAPs 2000 and 2001 does not contain separate figures for men and women once the analysis is desegregated by type of individual action plan.

The evaluation of the vocational training measures organised by the public sector is improving: the measures are analysed by project and for each project, the statistics are desegregated by gender. We can also learn what kind of courses women follow.

Those statistics give information on the public which participate but not on the effect of the measures. In order to make a more accurate evaluation, the NAPs should include analysis of the individual trajectories of the people who participate into those measures, i.e. number of people (men and women) finding a job after the program, type and quality of the job, etc.

- **Pillar 2: Developing entrepreneurship**

Since 1998, the government has decided to focus on extending and developing childcare provision. The evaluation is discussed below (Pillar 4).

There has been no other evaluation nor statistics for the measures entering in the second pillar.
• Pillar 3: Encouraging adaptability of businesses and their employees

The 5th February 2001, a law project has been deposed. It concerns, inter alia, the work time organisation and the continuous vocational training. The “Observatory for collective industrial relations” will evaluate quantitatively and qualitatively the dispositions of all collective bargainings taken from the 1st March 1999 until July 2003. The law of February 2001 will also being evaluated at this date. It would be interesting to analyse the effect of the law from a gender perspective, especially the effect on the women’s work time behaviour.

The 2001 NAP includes the statistics of the elections of equal opportunity delegates in firms in the private and public sectors from 1st October 1998 until 28 March 2001.

There has been no other evaluation nor statistics for the measures entering in the second pillar.

• Pillar 4: Strengthening the policies for equal opportunities

An important effort was made in 2001 concerning the evaluation of the measures entering into the 4th pillar: for each guideline, there is an analyse of the context within the measures take place, the measures are assessed when data are available and if they are not or not enough, recommendations for deeper assessment are made.

The law of 12 February 1999 on the implementation of the 1998 NAP provides a legal basis for positive actions in enterprises in the private sector and laid down eligibility criteria. 9 positive actions in 9 different firms were taking place in 2000. The process of the positive action has been evaluated in the 2001 NAP and several factors were pointed as important for a good process.

In 2001, a study was carried to identify the gender wage gaps. The study used the Survey on Earning Structure made in 1995. The same study will be carried, using the 1999 Survey.

The law of 12 February 1999 on the implementation of the 1998 NAP introduced the parental leave. The leave is well evaluated in the 2001 NAP: the data are desegregated by gender, by full time / part time leave and by nationality. Moreover, the reasons why fathers take rarely the parental leave are examined.

Child care infrastructures are crucial for women employment. The 2001 NAP contains statistics which describe well the situation: statistics on reasons why women make a career break; main child cares in Luxemburg; inventory of all child care services (public and private) at 31 December 2000 desegregated by region and by institution; evolution of the number of children registered since 1998 desegregated by full time / part time; work time of parents who have children registered and number of children by chair.

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6 For the results and more details, see section 1.
7 See section 1.
2.1.3. Initiatives to promote gender equality

While section 2.1.1. mainly dealt with the manner and progress of monitoring and evaluation, this section will analyse the evolution of the policies promoting gender equality.

- **Pillar 1 : Improving employability**

The new measures implemented in 2001 are more aiming to change the behaviour of women than in the previous NAP’s. Indeed, the law of 12 February 1999 on the 1998 NAP provides to employers incentives for hiring job seekers of the sex which is underrepresented. So those measures were more aimed to change the behaviour of employers.

The 2001 NAP implements measures aimed to increase the flexibility of job seekers, for example family reasons are taken into account for the appreciation of an “appropriate job”, possibilities of child care services for parents who take part in seminars, workshop and interviews; etc. This evolution must be the result of the awareness that it is more the family context than the employer’s behaviour which leads to the weak employment rate of women.

Another evolution may be seen in the measures concerning education and vocational trainings. While, the previous NAP’s measures were aiming to provide special trainings for women who want to return to work, the measures implemented in 2001 are more aimed to avoid the traditional gender segmentation in education and training, by the way of awareness campaigns, introduction of gender perspective in school, etc.

- **Pillar 2 : Developing entrepreneurship**

Bargainings between government and social partners on a favourable framework for firms creation are currently going on, so no specific measure for women was implemented in 2001. Since the 1998 NAP, it has been announced that to encourage the recruitment of women in SMEs, the obligation will be scrapped to provide separate sanitary installations for employees of each sex. However, it is still a project.

The others measures entering the 2nd pillar (development of child care provision and pilot projects with local structures) are still running.

- **Pillar 3 : Encouraging adaptability of businesses and their employees**

The previous NAPs included measures which were concerning working time. There is no such measures in the 2001 NAP (nor continuation of the previous measures) because a project of law was deposed only on 5 February 2001. Moreover, collective bargainings about, *inter alia*, voluntary part-time work, will take place very soon.

The same applies for measures aimed to support adaptability in enterprises: an advice will be given by social partners on the training leave and the education leave. The measures of the previous years are not continuing.

- **Pillar 4 : Strenghtening the policies for equal opportunities**

There is no substantial innovation in policies entering the 4th pillar except for education and vocational training. The accent is placed on the awareness of educational choice and gender stereotypes: a brochure will be distributed to the scholar books writers in order to explain how to present men and women without stereotypes, training on mainstreaming will be given to
promoters of training projects, campaigns aimed to steer women towards educational choices, trainings and professions which are not specifically female, etc.

The following measures are continuing in 2001:
- Positive actions in the private sector: the budget will be increased.
- Child care provision: extension of the State help to the care of children outside the class hours.
- Parental leave: actions will be made in firms in order to reduce the resistance of the fathers to the leave.

2.2. Responses to the Council Recommendations with relevance for gender equality in 2001:

2.2.1. First recommendation:

*Luxemburg should encourage the social partners to foster a constructive dialogue, as this is indispensable for the success of the employment policies outlined in the National Action Plan.*

As said above, the NAP, in Luxemburg, is drawn up as an agreement of the tripartite national co-ordination committee and the evaluation of the NAP is also carried out on a tripartite basis. There succeed in reaching an agreement concerning the NAP in 2001, while it was not the case in 2000. So this recommendation is integrated in the 2001 NAP.

2.2.2. Second recommendation:

*Luxemburg should pursue efforts and implement measures aimed at increasing labour-market participation rate amongst older workers and women, including a review of tax and benefit systems; and take action to promote gender mainstreaming;*

This recommendation is integrated in the 2001 NAP: The measures aimed at increasing labour-market participation rate amongst women are measures related to vocational training, assessment of the parental leave, measures related to the supply of child care services, a study which will analyse the women’s decision making process, a study which will analyse why the older workers leave the labour-market (with specific attention to the gender aspect) and a study which will analyse the individualisation of the social security system. However, the 2001 NAP focus more on the increase of the participation rate of older workers than these of women (cf. horizontal guideline D). The gender mainstreaming is present in a high number of measures. The statistics on participation to training are distributed by gender. The development of measures and the implementation of new measures take into account the gender mainstreaming. More specifically, the gender mainstreaming is present in all the measures which concern education, orientation and training.

2.2.3. Third recommendation:

*Luxemburg should continue with implementation of the framework law on continuous vocational training and work on policy development and implementation, including the setting of targets, so as to increase the participation rates in education and training.*
The 2001 NAP pursues the implementation of the framework law on continuous vocational training. An assessment of this law is planned. Moreover, gender aspect is taken into account in all the measures which concern continuous vocational training and education. Measures are implemented and developed to increase the participation rate of women to training (for example child care services for people who want to participate into training, information campaign which target on youths, parents and teachers, etc.). The 2001 NAP pays specific attention to steer women towards non-specifically female’s fields. This recommendation is well integrated in the NAP 2001.

3. GENDER MAINSTREAMING, MONITORING AND EVALUATION

There was no NAP in 2000 in Luxemburg because social partners did not reach an agreement So, the point “progress in implementing the measures announced in the 2000 NAP” is not developed in this part of the report.

3.1. Gender mainstreaming, including monitoring, evaluation and gender targets

3.1.1. New institutional mechanisms for implementing gender mainstreaming:

The Ministry of Women’s Affairs, created in 1995, has the policy of mainstreaming in charge. The ministry has the right to look at any policy, measure or project of law from a gender impact assessment point of view. The elaboration, the implementation and the evaluation of the NAP, from a gender perspective, is a crucial point for the Ministry. The Ministry has been involved in the preparation of the NAP and has proposed some of the measures that have been incorporated. This is not a new mechanism, but it was not described in the last year report. The Ministry of Women’s Affairs is examining the creation of gender assessment committees in each ministry. The role of these committees will be to assess any policy, measure or project of law which will be produced by the ministry they are depending. Another project of innovation is to make compulsory the fact that collective agreements must contain gender equality measures. Nowadays, the collective bargaining must include gender issues but it is not compulsory to take gender equality measures.

3.1.2. Guidelines for gender impact assessment:

Any policy, measure or project of law can be read and commented by the Ministry of Women’s Affairs.

3.1.3. New quantitative targets by gender or related to gender mainstreaming objectives:

There are no new quantitative targets by gender or related to gender mainstreaming objectives in the 2001 NAP. As last year, the only quantitative target is still to create 1000 more chairs for child care in the medium term. It is said, in the NAP, that to reach the Lisbon target (60% of women employment rate), employment rate must continue to grow as this year. But it is not said that something will be done if employment rate slow down.

3.1.4. New statistical measures to assist with gender mainstreaming assessment:

Luxemburg has the will to explain the context within the gender equality / mainstreaming measures take place: the Ministry of Women’s Affairs produced a report which compile all
the measures that affect gender equality and gender mainstreaming in the 2000 and 2001 NAPs. This report is an annex of the 2001 NAP. Many measures, like continuous vocational training and child care services, are evaluated. Moreover, the situation and the context of women (un)employment and (in)activity is analysed. The Ministry of Women’s Affairs produced two other important reports: the first one, edited every two years, is analysing the situation of women on the labour market. The second studies the situation of men and women in the social security system. A second annex of the 2001 NAP, produced by the STATEC is devoted to the participation to active life and to the factors which lead to the active life exit. This report is not specifically consecrated to women but statistics are desegregated by gender. Finally, a study over elderly employment rate with particular attention to women was ordered.

Concerning the development of indicators, Luxemburg is thinking to develop an indicator which will measure progress in the participation rate of women to the decision process. The Observatory of Industrial Relations is made responsible of the analyse of the measures of the PAN on a gender perspective.

3.2. Improving employability

3.2.1. Assessment of previous NAP’s measures:

- **Workshops for female job seekers (“Frauen op der Sich no Aarbecht”):**

  These workshops are more particularly addressed to women who wish to return to work. The statistics present only the percentage of the women take part in these workshops: 53.2% of the women who were called, take part in the workshops. A more accurate analysis is needed. For example, it would be useful to know the needs, the will and the qualification of those women, to know what training will help they the most in order to find a job. For that, the Observatory of industrial relations is working on a study which will analyse the structure of the inactive population. The Banque Générale du Luxembourg conducts a survey on women who wish to return to work in this bank (so it is not representative of the whole population). They found that there is a high demand for full time work. This kind of information is important for the implementation and the development of those measures.

- **Induction traineeship contract, preparatory traineeship in an enterprise, division of temporary auxiliaries, ADEM training, pool of assistants, special measures and work programmes for the unemployed, etc.**

  The 2001 NAP shows the percentages of men and women who take part in those programs. For all the measures, the percentage of men is higher than the one of women despite the fact that women’s unemployment rate is higher than the one of men.

- **Training measures:**

  The 2001 NAP presents the statistics of the different programs of training (organised by the public and private sectors). Many of them were implemented with the law of 22 June 1999 on continuous vocational training. In those measures, the percentage of men is always higher than the one of women. The choice of the training field is different for men and women: women chose hairdressing, sewing, help-seller, help to people, restaurant and office automation. They chose rarely trainings in industrial fields. This is the reason why women
are quasi absent from training measures organised by firms or economic sectors. Indeed, the needs of these sectors are mostly in industrial fields. In 2000, several seminars and trainings are organised by women organisation for women job seekers (registered at the ADEM). The statistics shows only the title and the number of trainings but not the number of women who take part into these trainings, nor the effect of them on the career.

3.2.2. Measures implemented in 2001:

- **Measures taken to increase the flexibility of job seekers:**

  - Familial reasons, like child care, is now taken into account for the appreciation of an “appropriate job”. For example, woman can now refuse a job (which corresponds to her qualification) if her work schedule is not corresponding with her child care schedule, without any loss of unemployment benefit.

  - The unemployment fund takes in charge travel and child care costs for parents who earn less than 2.5 times the minimum wage if they take part in a training measure. Before that, the unemployment fund was taking in charge only the single parent families who earn 1.5 times the minimum wage. This innovation would make easier the participation of women in the training measures because this help is given to families with two parents.

  - Possibilities of child care services, in collaboration with another institution, for parents who take part in seminars, workshops, or individual interviews organised by the ADEM. It would decrease the absenteeism rate and make those activities less perturbed.

  - ADEM will organise information meetings for women. The innovation is that they are not obliged to be registered to ADEM. It would increase the participation of inactive women.

- **Lifelong learning measures:**

  Women are choosing training fields which are traditionally devoted to women. To deal with this problem, the following measures will be implemented: information on the training supply; higher diversity in training; publicity on the adult learning’s possibilities; steering towards training which are not leading to traditionally female’s jobs; recognition of qualification.

  Moreover, several training and learning measures are specifically devoted to women: individual psycho-social support for women who want to return to work (managed by NGO); supply of trainings which give access to part time jobs or flexible and self-employed jobs.

- **Measures to increase the activity rate:**

  - To increase the activity rate, Luxemburg has decided to focus on elderly workers. In this context, a study on the activity rate of the elderly workers was ordered. A particular attention will be paid on women.

  - An other study was ordered to analyse, *ex ante*, the effects of the individualisation of the social security rights.
• **Training and education measures to prevent and combat emerging bottlenecks:**

Measures are taken to improve the scholar and professional steering systems in order to increase the qualified workers supply. To give an equal opportunity to men and women, the Ministry of National Education is implementing actions to increase young women awareness of the education choices.

### 3.3. Developing entrepreneurship

#### 3.3.1. Assessment of previous NAP’s measures:

• **Cutting red tape and significantly reducing overhead costs:**

Since the 1998 NAP, it has been announced that to encourage the recruitment of women in small and medium-sized enterprises, the obligation will be scrapped for SMEs to provide separate sanitary installations for employees of each sex. However, it is still a project. It seems difficult to meet an agreement in this field.

• **Child care provision:**

One of the most important barrier for a woman who want to work in Luxemburg (as employee or self-employed) is the excess demand for child care services. An effort was made in this field (more details are given in section 4). Luxemburg continues running pilot projects with local structures. These projects aim to create new proximity services in a communal framework. Although the projects would increase women employment (women are frequently working in proximity jobs and the child care provision would increase), their realisation faces budgetary problems. Indeed, to succeed, it is crucial that at least one communal official is specially attached to these projects because he will know each unemployed and the needs of proximity services in the commune. Communal authorities are not ready to do so for the moment.

#### 3.3.2. Measures implemented in 2001:

• **Making it easier to start up and run business:**

Bargainings between Government and social partners on a favourable framework for firm creation are currently going on. So no specific measure for women was implemented.

• **Child care provision:**

Measures to increase child care provision are detailed in section 4.

• **Continuous vocational training**

Measures concerning women are detailed in section 4.
3.4. Encouraging adaptability of businesses and their employees

3.4.1. Assessment of previous NAP’s measures:

There is no evaluation nor statistics of previous NAP’s measures, concerning adaptability.

3.4.2. Measures taken in 2001:

- **Modernisation of work organisation:**

  There is no measure in the 2001 PAN concerning work organisation. A project of law was deposed on 5 February 2001. It is about working time. Moreover, collective bargainings, about *inter alia* voluntary part time work, will take place very soon.

- **Continuous vocational training:**

  Measures concerning women are detailed in section 4.

4. **Gender Equality**

There was no NAP in 2000 in Luxemburg because social partners did not reach an agreement. So, the point b) : “progress in implementing the measures announced in the 2000 NAP” is not developed in this part of the report.

4.1. Assessment of previous NAP’s measures

- **Segregation and careers:**

  - The law of 12 February 1999 on the 1998 NAP provides to the Ministry of Women’s Affairs a legal basis to support private firms if they implement specific gender equality measures (positive actions in the private sector). The firms surrender demands for funding to the Ministry. The Comity for the Positive Actions (which is composed by representatives of different ministries and administrations and by representatives of professional chambers) provides an advice on those demands. This advice is based on several criteria’s : degree of innovation, multiplicator effect of the action, etc. In 2000, positive actions were been taken in 9 firms. These actions are, *inter alia*, interviews of women who work in the firm to know what is their career plan’s will. The firm gives her a training which corresponds to this will ; training on team work for women who want to return to work as part time worker ; survey with equal number of men and women which analyse the work situation in the firm ; increase workers awareness of gender equality; training for women workers in order to make them qualified for higher occupations in the firm ; etc.

  The process of the positive action has been evaluated and several factors were pointed as important for a good process: collaboration with the professional chambers, with the trade unions and with the Comity for the Positive Actions ; Participation of the equality opportunity delegates to the process ; formal commitments from the firm’s direction ; efforts not only during the positive action but also before and after ; etc.
The Chambre des Métiers organised a meeting on the positive actions to make firms sharing experience.

Actions to increase employees and employers awareness of gender equality in work were implemented. For example, publicity spots are showing women in work traditionally for men, like camerawoman, etc.

Equal opportunity delegates were appointed in both private and public sector organisations since 1998. For the elections which take place since 1 October 1998 until 28 March 2001, 46.7% were women and 53.93% were men (total of 547 delegates).

Two trade unions were associate in the project “Share the equality”, lead by the Ministry of Women’s Affairs in the framework of the 4th Community program for the gender equality. They trained the new equal opportunity delegates to gender equality. Until the end of 2000, 117 delegates were trained. The two trade unions have continued the training after the end of the Community program.

The 26 May 2000, the law on the protection against sexual harassment was adopted. There are no statistics on the effect of the law.

- Child care:

In 1999, it was decided that 1000 chairs for child care will be created in the medium term. The 2001 PAN describes the actual situation in Luxemburg. Without big surprises, the main reasons to make a career break longer than 6 months are wedding and children and 39% of the children are guarded only by parents. The number of children registered full-time in day-care centres attached to the State is increasing since 1998 while the number of part-times is decreasing. In November 2000, 1.19 children were registered by chair in the day-care centres attached to the health system. The Service of day-care centres rent chairs in commercial day-cares in order to re-rent them to low wage families. Nowadays, the service rent 44 full-time chairs which are used by 54 children (some of them are part-time). Besides, the 2001 NAP shows the number of child care structures in private firms in 2000 and the structures of more than 50 chairs attached to the State, by age and by region. The Ministry of Women’s Affairs is making an inventory of the whole supply of care services for children aged from 2 months to the end of the primary school.

- Leave arrangements:

The parental leave was instituted by the law of 12 February 1999. The aim of the law is to grant, under certain conditions, six month full-time or 12 month part-time parental leave, with compensatory payment of approximately Flux 60000 or 30000 respectively from the national family benefit fund, to any parent bringing up one or more children under 5 in their household. The Ministry of Women’s Affairs analysed the effects of the law from 1st April 1999 until 1st March 2001. They found that full-time leave is more frequent than part-time but part-time is increasing; only 10% of the parental leaves are taken by fathers; there is an equality treatment in the law but not yet in the reality; the share of frontier workers who take parental leave is important; the number of parental leaves is higher in the trade and financial sectors because women are numerous in these sectors.
• Continuous vocational training:

The 2001 NAP presents the statistics of the different programs of training (organised by the public and private sectors). Many of them were implemented with the law of 22 June 1999 on continuous vocational training. In those measures, the percentage of men is always higher than the one of women. The choice of the training field is different for men and women: women chose hairdressing, sewing, help-seller, help to people, restaurant and office automation. They chose rarely trainings in industrial fields. This is the reason why women are quasi absent from training measures organised by firms or economic sectors. Indeed, the needs of these sectors are mostly in industrial fields.

In 2000, several seminars and trainings are organised by women organisations for women job seekers (registered at the ADEM). The statistics shows only the title and the number of trainings but not the number of women who take part into these trainings, nor the effect of them on the career.

4.2. Measures implemented in 2001:

The size and the share of the employment-policy related budget devoted to gender equality and gender mainstreaming measures are not available. However, the 2001 NAP informs us that, for the policies aimed to increase the employment rate, the priority will be given to the participation of the elderly workers to the labour market (horizontal guideline D). This decision is based on the statement that the women’s employment rate is increasing. What is not said in the NAP is that a significant part of the increase is explained by the increase of part-time employment. There are no analyse of the women’s will to work part-time or full-time, nor politics about work time organisation in the 2001 NAP.

• Pay:

In the framework of the Community program for the gender equality, the European Commission will support Member states for 12-18 months actions. For the years 2001-2002, it will concerns actions to tackle the gender pay gaps. In this context, it was decided to develop in Luxemurg a program of experiences and good practices exchanges on the gender pay gaps. Transnational trainings will be given to social partners, on the occupation’s classification and on the integration of the gender equality principles in the wage bargainings. Besides, a study which analyse the gender pay gaps on the basis of the Survey of the Earning Structure (1999) will be produced.

• Segregation and careers:

- The budget and the personal of the Ministry of Women’s Affairs will be increased in order to accentuate the positive actions campaign.
- The Employers Chambers are agree to lead a positive action which consist to hire women in leave, in order to temporarily replace leisure, parental and sickness leaves.
- The Ministry of Women’s Affairs, in collaboration with the Trade Chamber and the Professional Chamber, has made the CEPS responsible for the realisation of a study on women in the economics decision process. It will give information on the number of women in management occupations in different economic sectors and the number of women in the trade unions.
• **Child care:**

Since the 1st January 2001 the Ministry of Women’s Affairs, in collaboration with the communes, supports the increasing of the whole child care infrastructure implemented by the communes, including the care of children outside the class hours (before the courses, lunch, help in homework and activities until 6h30 PM, holidays activities). The State takes in charge 50% of the deficit sold and 50% of the infrastructure costs. This action would also creates proximity jobs.

• **Leave arrangements:**

Actions will be made in the firms in order to increase managers awareness of the parental leave and to reduce the resistance of the fathers.

• **Education and continuous vocational training:**

Women are choosing education, training and professional fields which are the traditional choice of women. The Ministry of National Education, Vocational Training and Sports is implementing measures which are aimed to deal with this problem:
- A brochure will be distributed to the writers of the scholar books. It will explain how to present men and women without stereotypes.
- Introduction of gender perspective in the courses in school (for example by the way of essay). Assessment will be made by interviews at the beginning of the school and at the end.
- A brochure which explains what is the gender mainstreaming will be distributed to the promoters of the training projects.
- Trainings on gender mainstreaming will be given to the promoters of the training projects.
- information on the training supply will be given to women.
- higher diversity in training will be supplied to women.
- publicity campaigns on the adult learning’s possibilities.
- steering towards training which are not leading to traditionally female’s jobs.

5. **FUTURE PROSPECTS, FUTURE PRIORITIES AND EXAMPLES OF BEST PRACTICE**

Luxemburg is progressing in the development of tools which give the means to understand well the situation of women on the labour market. As a consequence, the main measures which are implementing in 2001 are aimed to attack the roots of the problems (and may be seen as best practices examples) : women are choosing traditionally female fields of education or training, so the policies will target young women, parents and teachers since the school in order to steer women towards education, trainings and careers which are not traditionally female ; unemployeds women are less participating into actions for unemployeds, so the ADEM will provide child care possibilities for parents who want to participate in workshops, training or individual interviews ; the main problem for women in Luxemburg is not the unemployment rate, which is low (higher than the one of men), but the low employment rate, so the ADEM is organising information meetings for women without the obligation for her to be registered as job seeker; etc.
Luxemburg is also progressing in the importance given to gender mainstreaming and gender equality. An annex, produced by the Ministry of Women’s Affairs is analysing the measures of the NAP which concern gender mainstreaming / equality. It gives an analyse of the context, an assessment of the previous measures (if data are available) and advises on what must be done in the future.

Concerning the responses to the Council recommendations, it seems that Luxemburg has done well in 2001.

Nevertheless, there are some weak points that must be improved in the future:
- There are no analysis nor policies about work time organisation. The 2001 NAP informs us that, for the policies aimed to increase the employment rate, the priority will be given to the participation of the elderly workers to the labour market (horizontal guideline D). This decision is based on the statement that the women’s employment rate is increasing. What is not said in the NAP is that a significant part of the increase is explained by the increase of part-time employment. There are no analyse of the women’s will to work part-time or full-time, nor politics about work time organisation in the 2001 NAP. Future prospects must be done in this field.
- The assessments of measures are often the count of the number of participants but never the effect on the career path of the treated. Maybe, the majority of the measures were implemented too late for this kind of assessment, but future efforts must be done in that way.
REFERENCES


STATEC (2001a), “Statnews”, n°17, April, Luxemburg.


APPENDIX TABLES
Table 1: Broad macroeconomic indicators in Luxemburg*

<table>
<thead>
<tr>
<th>Year</th>
<th>1997</th>
<th>1998</th>
<th>1999</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Real GDP growth</td>
<td>7.3 (2.5)</td>
<td>5.0 (2.7)</td>
<td>7.5 (2.4)</td>
<td>8.5 (N.A)</td>
</tr>
<tr>
<td>Inflation rate (CPI)</td>
<td>1.4 (2.0)</td>
<td>1.0 (1.7)</td>
<td>1.0 (1.2)</td>
<td>3.2 (N.A)</td>
</tr>
<tr>
<td>Unemployment rate</td>
<td>3.1 (10.8)</td>
<td>3.0 (10.0)</td>
<td>2.4 (9.3)</td>
<td>2.4 (N.A)</td>
</tr>
</tbody>
</table>

Source: STATEC (2001) and OECD (2000a) for the E.U. averages.
* E.U. averages between brackets.

Table 2: Employment, unemployment and participation rate for residents of Luxemburg*

<table>
<thead>
<tr>
<th>Year</th>
<th>1997</th>
<th>1998</th>
<th>1999</th>
<th>2000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment rate** Women</td>
<td>45.2 (50.7)</td>
<td>45.6 (51.6)</td>
<td>48.7 (53.1)</td>
<td>50.1 (N.A)</td>
</tr>
<tr>
<td>Men</td>
<td>74.1 (70.4)</td>
<td>74.5 (71.3)</td>
<td>74.4 (72.0)</td>
<td>75.0 (N.A)</td>
</tr>
<tr>
<td>Participation rate** Women</td>
<td>47.2 (57.9)</td>
<td>47.8 (58.5)</td>
<td>50.5 (59.5)</td>
<td>52.1 (N.A)</td>
</tr>
<tr>
<td>Men</td>
<td>75.8 (77.8)</td>
<td>76.0 (78.1)</td>
<td>75.9 (78.4)</td>
<td>75.9 (N.A)</td>
</tr>
<tr>
<td>Unemployment rate** Women</td>
<td>4.1 (12.4)</td>
<td>4.4 (11.8)</td>
<td>3.5 (10.9)</td>
<td>3.3 (N.A)</td>
</tr>
<tr>
<td>Men</td>
<td>2.3 (9.6)</td>
<td>2.0 (8.7)</td>
<td>1.6 (8.2)</td>
<td>1.9 (N.A)</td>
</tr>
</tbody>
</table>

Source: STATEC (2001b) and OECD (2000b) for the E.U. averages.
* E.U. averages between brackets.
** Ratio refers to the population aged 15-64.

Table 3: Dependent employment growth between 1988 and 1998, and between 1999 and 2000 in Luxemburg

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>Residents of which:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Natives of Luxemburg</td>
<td>+25.5</td>
<td>+8.4</td>
</tr>
<tr>
<td>- Foreigners</td>
<td>+6.5</td>
<td>-8.1</td>
</tr>
<tr>
<td>Frontier Workers</td>
<td>+221.9</td>
<td>+162.7</td>
</tr>
<tr>
<td>Total (interior employment)</td>
<td>+35.4</td>
<td>+50.9</td>
</tr>
</tbody>
</table>

*Source: Engel et Lejealle (1999)
**Source: STATEC (2001a).

Table 4: Gender repartition of dependent employment in services by sector of activity in October 1999 in Luxemburg

<table>
<thead>
<tr>
<th>NACE - REV.1</th>
<th>Sector of activity</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
<th>% of women in total</th>
</tr>
</thead>
<tbody>
<tr>
<td>50+51+52</td>
<td>Trade and maintenance</td>
<td>33024</td>
<td>18028</td>
<td>14996</td>
<td>45.4</td>
</tr>
<tr>
<td>55</td>
<td>Hotels and restaurants</td>
<td>10263</td>
<td>5003</td>
<td>5260</td>
<td>51.3</td>
</tr>
<tr>
<td>60+61+62+63</td>
<td>Transport and storage</td>
<td>15468</td>
<td>13297</td>
<td>2171</td>
<td>14.0</td>
</tr>
<tr>
<td>64</td>
<td>Post and telecommunications</td>
<td>3971</td>
<td>2655</td>
<td>1316</td>
<td>33.1</td>
</tr>
<tr>
<td>65+66+67</td>
<td>Financial intermediation</td>
<td>27911</td>
<td>15338</td>
<td>12573</td>
<td>45.0</td>
</tr>
<tr>
<td>70+71+72+73+74</td>
<td>Real estate, renting and business activities</td>
<td>26479</td>
<td>14749</td>
<td>11730</td>
<td>44.3</td>
</tr>
<tr>
<td>75</td>
<td>Public administration</td>
<td>29231</td>
<td>17108</td>
<td>12123</td>
<td>41.5</td>
</tr>
<tr>
<td>80</td>
<td>Education</td>
<td>1093</td>
<td>397</td>
<td>696</td>
<td>63.7</td>
</tr>
<tr>
<td>85</td>
<td>Health and social work</td>
<td>12757</td>
<td>2329</td>
<td>10428</td>
<td>81.7</td>
</tr>
<tr>
<td>90</td>
<td>Sewage and refuse disposal, sanitation</td>
<td>743</td>
<td>651</td>
<td>92</td>
<td>12.4</td>
</tr>
<tr>
<td>91</td>
<td>Activities of membership organisations n.e.c.</td>
<td>1924</td>
<td>788</td>
<td>1136</td>
<td>59.0</td>
</tr>
<tr>
<td>92</td>
<td>Recreational, cultural and sporting activities</td>
<td>1624</td>
<td>1041</td>
<td>583</td>
<td>35.9</td>
</tr>
<tr>
<td>93</td>
<td>Other service activities</td>
<td>2066</td>
<td>266</td>
<td>1800</td>
<td>87.1</td>
</tr>
<tr>
<td>95</td>
<td>Private households with employed persons</td>
<td>3098</td>
<td>72</td>
<td>3026</td>
<td>97.7</td>
</tr>
<tr>
<td>99</td>
<td>Extra-territorial organisations and bodies</td>
<td>524</td>
<td>422</td>
<td>102</td>
<td>19.5</td>
</tr>
</tbody>
</table>

Source: STATEC (2000)
Table 5: Employees by occupation in 1993 and in 1999 in Luxemburg (in %)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Legislators and managers</td>
<td>2.7</td>
<td>4.3</td>
<td>1.6</td>
<td>4.1</td>
</tr>
<tr>
<td>Professionals</td>
<td>9.4</td>
<td>10.3</td>
<td>15.9</td>
<td>15.5</td>
</tr>
<tr>
<td>Technicians</td>
<td>12.5</td>
<td>11.1</td>
<td>22.2</td>
<td>18.6</td>
</tr>
<tr>
<td>Clerks</td>
<td>30.5</td>
<td>15.7</td>
<td>23.8</td>
<td>13.4</td>
</tr>
<tr>
<td>Services and sales workers</td>
<td>17.8</td>
<td>6.6</td>
<td>14.3</td>
<td>6.2</td>
</tr>
<tr>
<td>Agricultural and fishery workers</td>
<td>0</td>
<td>1.8</td>
<td>0</td>
<td>2.1</td>
</tr>
<tr>
<td>Craft and related trades workers</td>
<td>1.6</td>
<td>28.1</td>
<td>1.6</td>
<td>22.7</td>
</tr>
<tr>
<td>Plant and machine operators</td>
<td>1.8</td>
<td>14.9</td>
<td>1.6</td>
<td>12.4</td>
</tr>
<tr>
<td>Elementary occupations</td>
<td>23.2</td>
<td>6.9</td>
<td>19.0</td>
<td>6.2</td>
</tr>
<tr>
<td>Armed forces</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: EUROSTAT (2000)

Table 6: Proportion of part-time employment in employment for the residents of Luxemburg (dependent employment)*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>19.1 (27.0)</td>
<td>24.7 (28.7)</td>
<td>26.2 (29.4)</td>
<td>29.6 (29.8)</td>
<td>28.3 (30.3)</td>
</tr>
<tr>
<td>Men</td>
<td>1.6 (4.2)</td>
<td>2.1 (5.3)</td>
<td>2.0 (5.7)</td>
<td>2.6 (5.8)</td>
<td>1.6 (6.0)</td>
</tr>
</tbody>
</table>

* E.U. averages between brackets.

Table 7: Apparent and controlled* gender wage disparities by occupation for all age groups in Luxemburg in 1995

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Apparent disparities</th>
<th>Controlled disparities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionals</td>
<td>0.86</td>
<td>0.90</td>
</tr>
<tr>
<td>Technicians</td>
<td>0.90</td>
<td>0.94</td>
</tr>
<tr>
<td>Clerks</td>
<td>0.89</td>
<td>0.95</td>
</tr>
<tr>
<td>Services and sales workers</td>
<td>0.85</td>
<td>0.87</td>
</tr>
<tr>
<td>Craft/related trades workers and plant and machine operators</td>
<td>0.74</td>
<td>0.74</td>
</tr>
<tr>
<td>Elementary workers</td>
<td>0.81</td>
<td>0.86</td>
</tr>
</tbody>
</table>

* taking into account workers and firms characteristics.

Table 8: Apparent and controlled* gender wage disparities by occupation for the ≤ 30 years of age in Luxemburg in 1995

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Apparent disparities</th>
<th>Controlled disparities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionals</td>
<td>N.S.**</td>
<td>N.S.</td>
</tr>
<tr>
<td>Technicians</td>
<td>N.S.</td>
<td>N.S.</td>
</tr>
<tr>
<td>Clerks</td>
<td>N.S.</td>
<td>N.S.</td>
</tr>
<tr>
<td>Services and sales workers</td>
<td>0.90</td>
<td>0.92</td>
</tr>
<tr>
<td>Craft/related trades workers and plant and machine operators</td>
<td>0.82</td>
<td>0.79</td>
</tr>
<tr>
<td>Elementary workers</td>
<td>0.87</td>
<td>0.92</td>
</tr>
</tbody>
</table>

* taking into account workers and firms characteristics.
** N.S. = non significant.
Table 9: Distribution of residents of Luxemburg, aged 25 to 59 years, by age groups and educational attainment level in 1999

<table>
<thead>
<tr>
<th>Attained level of education</th>
<th>25-34 years</th>
<th>35-49 years</th>
<th>50-59 years</th>
<th>25-59 years</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Males</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than upper secondary level</td>
<td>31.2</td>
<td>30.6</td>
<td>33.9</td>
<td>31.5</td>
</tr>
<tr>
<td>Upper secondary level</td>
<td>46.6</td>
<td>47.2</td>
<td>43.0</td>
<td>46.1</td>
</tr>
<tr>
<td>Third level</td>
<td>22.2</td>
<td>22.3</td>
<td>23.2</td>
<td>22.4</td>
</tr>
<tr>
<td><strong>Females</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than upper secondary level</td>
<td>32.1</td>
<td>40.0</td>
<td>54.9</td>
<td>40.6</td>
</tr>
<tr>
<td>Upper secondary level</td>
<td>47.7</td>
<td>45.1</td>
<td>33.1</td>
<td>43.4</td>
</tr>
<tr>
<td>Third level</td>
<td>20.2</td>
<td>15.0</td>
<td>12.0</td>
<td>16.1</td>
</tr>
</tbody>
</table>

Source: EUROSTAT (2000)

Table 10: Employment rate* by gender and education attainment level in Luxemburg (1999)**

<table>
<thead>
<tr>
<th>Attained level of education</th>
<th>Males</th>
<th>Females</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than upper secondary level</td>
<td>71.4</td>
<td>(67.0)</td>
</tr>
<tr>
<td>Upper secondary level</td>
<td>80.9</td>
<td>(79.1)</td>
</tr>
<tr>
<td>Third level</td>
<td>86.4</td>
<td>(88.7)</td>
</tr>
</tbody>
</table>

Source: EUROSTAT (2000)

* ratio refers to population aged 15-59 years
** E.U. averages between brackets

Table 11: Female population aged 20 to 49 years, by the number of children and by labour status in Luxemburg (1999)*

<table>
<thead>
<tr>
<th>Number of children</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Inactive</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 child</td>
<td>83.8</td>
<td>(78.3)</td>
<td>(6.7)</td>
</tr>
<tr>
<td>1 child aged 0-14</td>
<td>61.1</td>
<td>(63.4)</td>
<td>2.9</td>
</tr>
<tr>
<td>2 children aged 0-14</td>
<td>50.1</td>
<td>(56.4)</td>
<td>-</td>
</tr>
<tr>
<td>3 or + children aged 0-14</td>
<td>35.1</td>
<td>(42.1)</td>
<td>-</td>
</tr>
</tbody>
</table>

Source: EUROSTAT (2000)

*E.U. averages between brackets