EGGE – EC’s Expert Group on Gender and Employment

Assessment of the National Action Plan for Employment 2002 from a Gender Perspective

Luxembourg

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ASSESSMENT OF THE 2002 NAP FROM A GENDER PERSPECTIVE
LUXEMBOURG

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Introductory note

1/ There is no mention of any implication of the gender equality bodies in the NAP preparation, but it doesn’t mean that they were not involved. Emphasis is put on the implication of social partners via the different coordination bodies (government-employers-trade-unions).

A. National employment policy in context

The employment growth is still large in Luxembourg, with an increase in volume of about 5.3% in 2001. 75% of the new jobs are absorbed by transborders workers. Concerning the employment rate of the residents, the NAP underlines the weak employment rate of women in Luxembourg compared to other European countries and stressed the increase of the employment rate of women between 20 and 54 in 2001 from 63% to 63.9%. The over-representation of women in unemployment is also quoted. But no analysis is provided.

B. National action to raise employment rates and improve quality of work

1/ Concerning the quality of employment, prior to any measure, it has been decided to study the different data available in Luxembourg for establishing the indicators. Increase employment is not really an issue in Luxembourg.

2/ In a context of continuous increase of employment, the government and the social partners have agreed not to settle national targets but to adapt continuously the instruments used in the employment policy in Luxembourg. The continuous increase of the employment rate of women would be, following the NAP, the proof of the efficiency of this approach.

C. Response to recommendations

Recommendation n°2 insists on the necessity of increasing the employment rate of women by ameliorating the services allowing for a better conciliation between professional and family life, by encouraging the return in the labour market. Attention should also been paid to the gender equality of wage.

As said previously, the continuous increase of employment of women is considered as the result of the existing policies that shall be confirmed. The key measures are

- measures for women reintegrating the labour market
- action of the trade organisations, joint actions of private and public sectors
- Forums aimed at giving the opportunity for women wishing to reintegrate employment to meet representatives of trade-unions, employers association, public agencies or other agencies acting for women. These forums will be followed by the analysis of needs of women regarding training or childcare.
- Training actions for “Tagesmütter” (nurses)
- Increase of childcare facilities
• Fiscal aid for firms implementing a childcare service at the firm level is under study.
• Intensification and diversification of training programmes and facilities
• national campaign for the wage equality between men and women : Wage equality , a challenge for the economic and democratic development
• study on the parental leave and its effects on employment, the well-being of child and equal opportunity.
• Measures in the public sector facilitating a better conciliation between family and professional life.
• Facilities for women who were civil servants to reintegrate their employment after having resigned for caring for children.

There is a large set of measures, that are the results of a large consultation and cooperation between the government agencies, the social partners and the organisations representative of women. The general philosophy is more a deepening of the existing measures than implementing new ones.

D. Progress report

1/Analysis of gender mainstreaming in terms of mechanism and policies

The reading of the NAP doesn’t allow in itself to identify if a gendermainstreaming approach has been used for preparing the NAP. The instrument exists, and the NAP has to be reviewed by the Ministry for promotion of women. But the different measures considered in the three first pillar are not really analysed from the gender point of view. It doesn’t mean that these measures have not been analysed from this point of view. Concerning the tax reform nothing is said about the potential impact on women compared to men, for example concerning the supply of labour. It is also difficult to assess the participation rate of women in the activation process compared to their share in unemployment. No separate figures are given in the different fiches. In Fiche 14, devoted to the modernisation of work organisation, the role of the Ministry for the promotion of women or of the delegates to equality is quoted when considering the implementation of new forms of work. (telework).

2/ Analysis per guideline of the IV Pillar

LD16: gender mainstreaming

The organisation of mainstreaming is described in Fiche 16 (IVth pillar) where it is stressed that the impact of the guidelines on men and women will be evaluated by the ORPE (Observatoire des relations professionnelles –Observatoire of industrial relations) . The later will also suggest indicators.
Five items are quoted : positive actions, the launch of a national campaign on gender wage equality, the under-representation of women among the elected representative bodies of the employees in the companies, specific training regarding mainstreaming for the trainers, training fro the equality delegates.

LD17: Discrimination
-Progress in the project **Wage equality, challenge for the democratic and economic development**, lead by the Ministry for the promotion of women, the National Council of Women, Syvicol and members of the Tripartite coordination committee.
   - This projects intends to identify the causes and consequences of the persisting wage gap, to make people conscious that gender wage equality is a fundamental right.
   - Conferences, seminars are organised with concerned persons and organisations.
   - Proposal will be made regarding the inclusion of the gender perspective in the new law about collective agreements and a methodological tool will be prepared for people negotiating collective agreement.

-New policy initiatives
   - Organisation of a “Meeting Forum” for women wishing to re-enter the labour market. These forums give the opportunity to these women to meet representative of the companies, state agencies, organisation of women.
   - Training courses will be certified with mention of their content
   - Equality – delegates will be introduced in the public sector but this function will be taken by the existing representation of the personnel.

**LD18: Conciliation**

-Progress in implementing previously announced measures, results, impact, effectiveness
   - Care of children: the number of places for childcare is still increasing. The government has fixed a target of 17% for the children under 3 in 2004 (13% in 2000) and an increase of 3000 places for children at school. The quality of these services will also be permanently controlled.
   - The projects “Active paternity” and “promotion of the parental leave by men” are still going on. A conference will be organised in 2002 on the good practices.

-New policy initiatives
   - Childcare in companies: the possibility of subsidies will be studied by the government
   - Initiatives in the public sector: a lot of measures have been adopted or are under study. Among them:
     - reintegration of women having resigned due to family reasons: it will be possible to re-enter their previous function.
     - The years of leave, part-time work taken for taking care of children will be taken into account (up to ten years) for the promotions, wage increases, access to specific concourses.

**E. Statistical information**

1/ requested indicators in the Nap

Very few indicators are given in the NAP 2002. Concerning the indicators on prevention and activation (PREV1, PREV2, PREV3, they are not given by gender, even if the raw data are
given by gender. Indicator ACT 2 is not calculated. ACT1 is given but not by gender. The only other indicator is EO C10.