

# Official body slams Luxembourg's gender equality strategy

Shortcomings include lack of concrete measures and deadlines, advisory body said

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Gilbert Pregno, head of Luxembourg's Consultations

Commission on Human Rights

**Photo: Guy Jallay**

The government plan for tackling gender discrimination in Luxembourg was inadequate and lacked focus, an official advisory body said on Monday.

The country's Consultative Commission on Human Rights (CCDH) lambasted the Ministry of Equal Opportunities for Men and Women after evaluating the government's action plan for combating gender inequality.

"This plan is only a collection of ideas and actions already in place", the report by the commission created by law 12 years ago. "It seeks in vain a real strategy as well as lacks an analysis of the causes of structural inequalities based on gender, especially in the areas of violence, work and employment".

PUBLICITÉ

Ministry spokeswoman Bérengère Beffort declined to comment on the commission's criticism on Monday.

Luxembourg has the lowest share of female senior executives in Europe, the latest Eurostat data show. In the financial industry, women account for less than a fifth of board members. The European Banking Authority ranks the Grand Duchy very poorly as well, with only 19% of institutions having a diversity policy in place.

Unlike its neighbours – Belgium, France or Germany – Luxembourg has no diversity requirements for private companies, nor is it considering introducing one, the ministry's spokesperson said in July.

The commission's review listed fundamental flaws of the government's plan, including the absence of concrete measures and deadlines, details about who is responsible to act, and how to measure progress.

The body also criticised the lack of data specific to sex, age, origin, disability status and other details that would have allowed a more focused investigation.

"Such statistical data are essential for in-depth and coherent analysis", the report said.

The advisory body urged the government to review the strategy "without delay". In March 2022, Luxembourg will undergo a periodic review of its performance in addressing gender inequalities by the United Nations.

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