

# Luxembourg<sup>365</sup>

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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the [Leave Network website](#)). To contact authors of country notes, see the [members](#) page on the Leave Network website.

## 1. Current leave and other employment-related policies to support parents

### a. Maternity leave (*congé de maternité*) (responsibility of the Ministry overseeing Social Security matters and the Ministry overseeing Labour matters)

#### *Length of leave*

- Twenty weeks: 8 weeks before the birth and 12 weeks after the birth.
- It is obligatory to take all this leave.

#### *Payment and funding*

- One hundred per cent of earnings with an upper limit of €12,854.64 per month, equal to five times the minimum social wage of an unqualified worker in Luxembourg.
- For private sector employees, payments are made to the mother by the National Health Fund (*Caisse Nationale de Santé*). For civil servants and public employees, payments are made to the mother by the employer (e.g., the state).
- Payments are taxed and subject to social contributions.
- The Maternity leave scheme is fully integrated into the National Health Fund and is funded in the same way as all sickness benefits, with funding shared

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<sup>366</sup> Supported by the Luxembourg National Research Fund (FNR) project C16/SC/11324101/PARENT

between employers (30 per cent), employees (30 per cent), and the state (40 per cent). More specifically, Maternity leave payments are funded from contributions intended to cover benefits for sick leave. The state contributed 40 per cent of the cost of these benefits; the non-state contributions (amounting to 60 per cent of the cost) were 0.5 per cent of earnings, equally divided between employers and employees (i.e. 0.25 per cent of earnings each), although the proportion going towards maternity pay cannot be differentiated.

- Pension contributions are made during Maternity leave.

#### *Flexibility in use*

- None.

#### *Eligibility*

- In order to be granted maternity benefits during Maternity leave, the employee or self-employed worker must have been affiliated with the mandatory sickness and maternity insurance fund for at least six months during the 12 months prior to the Maternity leave.
- No difference is made between workers on long-term or short-term contracts.
- Unemployed people are not eligible.

#### *Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to a person other than the parents*

- If the birth takes place before the expected delivery date, the part of the pre-natal period not taken is added to the post-natal period. If the birth takes place after the expected delivery date, the post-natal period is still 12 weeks.

### **b. Paternity leave (*Pappecongé*)**

- Employed and self-employed fathers, as well as any person recognised as a 2<sup>nd</sup> parent on the occasion of the birth of a child, are entitled to Paternity leave. Paternity leave is expressed in the law by 'leave due to extraordinary circumstances' (*congé extraordinaire*). It gives the right to take 10 working days off per child in the case of the birth or adoption of a child aged less than 16 years. The duration of 10 working days (80 hours) is reduced proportionally for workers who work less than 40 hours per week.
- The first 2 days (16 hours) of leave are paid by the employer and cover 100 per cent of earnings; from the 3<sup>rd</sup> day (17<sup>th</sup> hour) onwards, the leave paid by the employer is reimbursed to the employer by the state (the Ministry overseeing Labor matters) with a limit equal to 5 times the social minimum wage of an unqualified worker (€12,854.64 per month). The employer loses the right to reimbursement if the reimbursement application is not submitted within 5 months of the date of birth or adoption of the child.

- Paternity leave may be split, rather than taken as one continuous period. If the leave is split, it must be taken within 2 months of the birth or adoption.<sup>367</sup>
- Payments are taxed and subject to social contributions.
- Employers must be informed about the expected dates of the Paternity leave at the latest two months before the start of the leave. However, if the birth occurs more than 2 months earlier than the expected delivery date, then the obligation to notify the employer does not apply and the leave must be taken in full immediately after the birth of the child, unless the employer and employee agree on a flexible solution, i.e., that the employee will take all or parts of the leave at a later date.

### **c. Parental leave (*congé parental*) (responsibility of the Ministry overseeing Family Affairs)**

#### *Length of leave*

- Between 4 and 20 months per parent, depending on their employment hours and the leave option they choose; see 'Flexibility in use' below for more detail.
- Parental leave is an individual, non-transferable entitlement.

#### *Payment and funding*

- The benefit paid during Parental leave (replacement wage) is calculated on the basis of income and hours worked on average during the 12 month period preceding the start of the leave and the leave option chosen, e.g., full-time workers taking the full-time leave option (4 months or 6 months) receive between €2,570.93 per month (the minimum social wage) and €4,284.88 (the minimum social wage increased by two-thirds).
- More detailed information on the level of compensation for the range of different leave options is available at: <https://cae.public.lu/en/conge-parental.html>.
- Payments are made to parents by the *Zukunftskess/Caisse pour l'Avenir des enfants*, a national fund which is placed under the responsibility of the ministry overseeing Family matters.
- Payments are taxed and subject to social contributions; pension contributions, therefore, accrue during the leave period.
- Funded from general taxation.

#### *Flexibility in use*

- Parents may choose between different length and payment options, depending on their employment situation:

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<sup>367</sup> The details of the policy can be found here:

<https://guichet.public.lu/en/citoyens/travail-emploi/conges-jours-feries/situation-personnelle/conge-paternite.html>

*Parents working 40 hours per week:*

- Full-time leave of 4 or 6 months
- Part-time leave of 8 or 12 months
- Fractioned leave: 4 months within a maximum period of 20 months
- Fractioned leave: 1 day per week for up to 20 months

*Parents working 20 hours or more per week:*

- Full-time leave of 4 or 6 months
- Part-time leave of 8 or 12 months

*Parents working ten hours per week or on apprenticeship contracts:*

- Full-time leave of 4 or 6 months

- Both parents can take leave at the same time.

*Eligibility (e.g., related to employment or family circumstances)*

- Parents must have been affiliated to the Luxembourg social security system and must have been employed without interruption for at least 12 continuous months immediately preceding the beginning of the Parental leave. The same conditions apply for self-employed workers, who also belong to the Luxembourg social security system.
- Parents must be working for a minimum of 10 hours per week.
- In the case of a change of employer during the 12 month period preceding or during Parental leave, the leave may be granted subject to the agreement of the new employer.
- For parents on permanent contracts with a probationary period, the right to Parental leave cannot take effect and the leave may be requested only after the end of the probationary period.
- Parents whose spouse does not work can take leave, but it must start within 3 weeks of the birth/adoption of the child.
- Same-sex parents are eligible.
- Workers on short-term contracts are eligible, provided that the end of the short-term contract is subsequent to the end of the Parental leave.
- Unemployed parents are not eligible.

*Variation in leave due to child or family reasons (e.g., multiple or premature births; poor health or disability of child or mother; single parent); or delegation of leave to person other than the parents*

- In the case that multiple children are born or adopted, parents are eligible to Parental leave for each child. Different Parental leave options may be chosen for each child.

#### **d. Childcare leave or career breaks**

No statutory entitlement.

#### **e. Other types of leave and flexible working**

##### *Adoption leave and pay*

- Adoption leave (*congé d'accueil*) is for 12 weeks, paid at 100 per cent of earnings up to a limit (€12,854.64 per month) equal to five times the minimum social wage of an unqualified worker in Luxembourg, and is available to all working persons who have belonged to a social security scheme at least for the 6 months preceding the commencement of the leave. This leave applies for adopting a child who has not yet turned 12 years old. In the case of adoption by both spouses, only one has the right to take this leave.
- Eligibility and funding for adoption leave is the same as for Maternity leave.
- If the adoptive parent is not eligible for the adoption leave described above, the adoptive parent's benefits (or adoptive parents' benefits) form a 10 day leave if they are adopting a child under 16 years of age.
- Payment rules are the same as for Paternity leave.
- The adoptive parent's benefit is paid by the National Health Fund.

##### *Time off for the care of dependent children*

- In the case of the sickness of a child, employees, self-employed and apprentices with dependent children younger than 18 years of age may take leave for family reasons (*congé pour raisons familiales*). The duration of this leave depends on the age of the child:
  - 12 working days per child if the child is under 4 years old;
  - Eighteen working days per child if the child is aged from 4 years old to fewer than 13 years old;
  - Five working days per child if the child is aged between 13 and 18 years old and the child is in hospital.
- For children who receive the special additional allowance and who have a disability of a certain severity (other than an illness or health disadvantage of exceptional severity):
  - The duration of the leave is doubled;
  - The hospitalization condition does not apply; and
  - The age limit of 18 years does not apply.
- The duration of the family leave can be extended for children with an illness or health disadvantage of exceptional severity, namely:
  - Evolving cancer; or
  - Pathology (disease) that requires hospitalization for more than two consecutive weeks.

The duration of the extension is determined individually on a case-by-case basis and is limited to a total of 52 weeks for a reference period of 104 weeks.

- The family leave can be fractionated, meaning it does not have to be taken all at once. A fraction that does not exceed four hours is considered a half-day.
- A medical certificate must be presented to the employer as soon as possible following the worker's absence, and within three days to the competent health insurance fund. The leave is paid and funded by the National Health Fund (*La Caisse nationale de santé*).
- Employees on short-term contracts are eligible for this leave.
- Unemployed people are not eligible for this leave.
- A dependent child means a child born in or out of wedlock and adopted children.
- Same-sex parents are eligible for this leave.
- The employer pays the family leave to the parent, then reclaims the payments made (gross earnings plus employers' social contributions) from the Employers' Mutual Insurance Scheme (*Mutualité des employeurs*). The Employers' Mutual Insurance Scheme protects employers against the financial risk they may face when complying with their obligation to continue to pay wages to workers on sick or family leave (*Lohnfortzahlung*). The Employers' Mutual Insurance Scheme further reclaims the benefit from the National Health Fund.

#### *Carer's leave* (responsibility of the Ministry overseeing Labour matters)

- The carer's leave (*congé d'aidant*)<sup>368</sup> is a special leave (*congé extraordinaire*) granted to employees for providing personal care or assistance either to a family member or to a person living in the same household who requires considerable care or assistance for a serious medical condition.
- Family members include sons, daughters, mothers, fathers, spouses and partners.
- Employees working full time may benefit from a maximum of 5 working days (40 hours) of carer's leave during a reference period of 12 months of employment. In case an employee works part-time or works simultaneously for multiple employers, the duration of leave is pro-rated. Should periods of inactivity interrupt employment, then the 12 months reference period is prolonged by a duration equivalent to that of the inactivity.
- The leave may be split into hours and taken up in fragments.
- Employees and apprentices become eligible for this leave at the start of their employment contract.
- The employer of the carer must receive as soon as possible, and no later than three days after the start of an absence, a medical certificate showing that the person in need of care is unable to cope independently with physical, cognitive or psychological impairments or health-related constraints. Proof of a family relationship or of identical legal address for the carer and the person in need of care must also be provided.

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<sup>368</sup> The policy is described in detail here:

<https://guichet.public.lu/fr/citoyens/travail/conges-jours-feries/situation-personnelle/conge-aidant.html>

- The carer's leave is paid at 100 per cent of earnings up to a ceiling (€12,854.64 per month) equal to five times the minimum social wage of an unqualified worker in Luxembourg.
- The benefit is taxed and social contributions are due.
- The leave benefit is paid to the carer by their employer. The employer subsequently reclaims half of the amount paid as gross earnings (up to ceiling) and employers' social contributions to the Ministry overseeing Labor matters. The leave is thus funded 50 per cent by the employer and 50 per cent by general taxation. The employer who has not asked reimbursement of the leave benefit within 6 months of the leave's end loses the right to be reimbursed.

#### *Leave for reasons of force majeure (responsibility of the Ministry of Labour)*

- Employees are entitled to leave for reasons of force majeure (*congé pour raisons de force majeure*)<sup>369</sup> for urgent circumstances such as an accident or the illness of a family member requiring the immediate presence of the employee.
- Employees working full time may benefit from a maximum of one day (8 hours) of leave over a reference period of 12 months of employment. In the case that an employee works part-time or simultaneously for multiple employers, the duration of leave is prorated. Should periods of inactivity interrupt employment, then the 12 months reference period is prolonged by a duration equivalent to that of the inactivity.
- The leave may be split into hours and taken up in fragments.
- The eligibility rules, payment and reclaiming rules and funding are the same as for the carer's leave.

#### *Family hospice leave*

- Family hospice leave for nursing a terminally ill person (*congé d'accompagnement d'une personne en fin de vie*): paid leave to care for a person at the end of life can be requested by any employee when a relative is suffering from a serious terminal illness. The leave duration is of maximum five days per year and per sick person. Entitled is an employee who has:
  - a first-degree relative in ascending or descending line (mother/father, mother/father-in-law, daughter/son or daughter/son-in-law); or
  - a second-degree relative in the collateral line (sister/brother, sister/brother-in-law); or
  - a spouse or (legally recognised) partner; who is terminally ill.<sup>370</sup>

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<sup>369</sup> The policy is described in detail here:

<https://guichet.public.lu/fr/citoyens/travail/conges-jours-feries/situation-personnelle/conge-force-majeure.html>

<sup>370</sup> The details of the policy can be found here:

<https://guichet.public.lu/en/entreprises/ressources-humaines/conges/situation-perso/conge-accompagnement-fin-de-vie.html>.

- The family hospice leave is assimilated to sick leave. Thus during the family hospice leave the employer<sup>371</sup> pays the employee then reclaims the payments from the Employers' Mutual Insurance Scheme (*Mutualité des employeurs*). The Employers' Mutual Insurance Scheme then further reclaims the benefit from the National Health Fund.

#### *Specific provision for (breast)feeding*

- Upon return to work after Maternity leave, breastfeeding mothers are entitled to breastfeeding breaks: either 2 breaks of 45 minutes or 1 break of 90 minutes. These breaks do not lead to any loss of pay.

#### *Flexible working*

- No statutory arrangement.
- Special arrangements:
  - *For those at the end of statutory Parental leave:* the Luxembourg Labour Code (Article L.234-47(11)) allows employees returning to work at the end of Parental leave to adjust their working hours. These employees are entitled to request a meeting with their employer in order to request an adjustment of their working hours for a maximum period of one year. The employer can refuse the employee's request, but must provide a reason for the refusal. The lack of the employer's motivation to adjust the working hours or an abusive motivation entitles the employee to claim damages and interest.
  - *For civil servants (Law of 19 May 2003, Article 31):* on written request, civil servants have the right to part-time leave immediately after Maternity leave, adoption leave or Parental leave, or to unpaid leave. Part-time leave is considered consecutive to maternity, adoption or Parental leave even if a recreational leave period occurs between the two leaves. The part-time leave is granted for the purpose of raising one or more children who have not yet been admitted to the first year of primary education (starting at the age of four). If pregnancy or adoption occurs during this part-time leave, the part-time leave ends and the civil servant is entitled to maternity or adoption leave, Parental leave, unpaid leave or part-time leave. However, the maternity or adoption leave granted in this way is fully remunerated only if it occurs during the first two years following the beginning of the part-time leave. The part-time leave is considered as a period of full-service activity for the application of advancement in rank, increases in wage index, advancements in salary, promotions as well as for the right to admission to the promotion examination.

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<sup>371</sup> In some cases this does not apply and the employee receives the benefit directly from the National Health Fund. Detailed rules about how in cash benefits are provided to employees in case of sick leave are explained here: :

<https://cns.public.lu/en/employeur/arret-maladie-conges/arret-travail/maladie/duree-indemnite-pecuniaire.html>



Part-time leave may be granted to civil servants upon request in the following cases: (i) for raising 1 or more dependent children under the age of 15 years; or (ii) for duly motivated personal, family, or professional reasons.

When a civil servant leaves a half-budget vacancy following part-time leave, another agent may be hired part-time, as needed by the service, on a temporary or permanent basis. When two civil servants from the same administration take part-time leave, another full-time agent may be hired, as needed by the service, on a temporary or permanent basis.

After part-time leave, the civil servant resumes full-time duties in their original service and in the same career. In the absence of a full-time vacancy in their original service, they resume their duties in another service, but within the same administration and, where applicable, the same ministerial department. A full-time vacancy may result from two part-time vacancies, one of which is, where applicable, already occupied by the beneficiary of the leave. When a full-time vacancy is not available in the same career or in the same administration, the part-time leave is extended until the occurrence of the first budgetary post vacancy, without prejudice to the possibility for the official to be transferred to another administration.

The official who benefits from part-time leave cannot engage in any lucrative activity during the leave.

#### **4. Relationship between leave policy and early childhood education and care policy**

The total duration of well-paid leave is up to 14.8 months, provided that both parents in the same family use their right to full-time Parental leave. The period could be longer if they opt for a part-time Parental leave arrangement. A legal entitlement to Early Childhood Education and Care (ECEC) begins at birth, but, in practice, only children who attend daycare or are cared for by a childminder may benefit from this entitlement.

With residents speaking a range of languages apart from the national language (Luxembourgish) and the two official ones (French, and German), Luxembourg has introduced a multilingualism education programme in ECEC services. The multilingual education programme gives the right to children aged from one to four years to attend 20 hours per week free of charge (46 weeks per year); only children attending centres may benefit from this education (those attended by childminders are excluded). Daycare may charge fees for children who attend more than 20 hours per week. Children aged three to four, who are in a part-time early education school (*éducation précoce*) are entitled to ten hours of multilingual education free of charge, and those who attend full-time early education school are not eligible for the free multilingual education programme.

A shortage of affordable daycare places means that in practice entitlement to ECEC is at three years of age, when children have the option to attend free early education school, or at four years of age when enrolment in ECEC is compulsory.

There is thus no gap between the end of well-paid leave and the start of the part-time entitlement to multilingual education, but there is a gap of 21 months before the start of the general operational ECEC entitlement (i.e. the free early education school) at three years.

ECEC provision has developed significantly in the last 15 years, including registered childminders and an important increase in places in centre-based services (both subsidised and private). Public funding for parents using these ECEC services depends on family income, the number of siblings, and the number of hours children attend.

For ECEC attendance levels, see 'relationship between leave and ECEC entitlements' in the [cross-country tables](#) at the front of the review.

### **3. Changes in policy since April 2023** (including proposals currently under discussion)

The minimum social wage has increased, which affects the minimum and maximum level of some benefits.<sup>372</sup>

In July 2023 draft law No. 8017 was passed into law, followed in August 2023 by draft law No. 8016. The two laws<sup>373 374</sup> implement the EU Directive 2019/1158 of 20 June 2019 on work-life balance for parents and carers, and repealing Directive 2010/18/UE of 8 March 2010. The law of 29 July 2023 is applicable as of the 22 August 2023, whereas the law of the 15 August 2023 is applicable as of 21 August 2023.

*Extension of scope of Paternity leave:* the law of 29 July 2023 extends the right to Paternity leave to self employed persons who have paid contributions to the compulsory pension insurance for at least 6 months before the date of birth or adoption of the child. The right to Paternity leave is also extended to any person recognised as a 2<sup>nd</sup> parent on the occasion of the birth of a child, including same-sex parents.

*Provisions regarding the duration of Paternity leave:* the law of 29 July 2023 states that Paternity leave is due for each child, so in case of multiple births Paternity leave is extended by a maximum duration of 10 working days for each child.

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<sup>372</sup> [Paramètres sociaux valables au 1er janvier 2024 - Inspection générale de la sécurité sociale // Le gouvernement luxembourgeois](#)

<sup>373</sup> <https://legilux.public.lu/eli/etat/leg/loi/2023/08/15/a512/jo>

<sup>374</sup> <https://legilux.public.lu/eli/etat/leg/loi/2023/07/29/a524/jo>

The law of 29 July 2023 also removes the employer's discretion to reduce Paternity leave to two days in case the request for the Paternity leave is not made at least 2 months before the expected start of the leave. In case of a premature birth occurring 2 months before the expected delivery date, the 2 months notice period no longer applies: the leave must either be taken in full immediately after the birth of the child or the employer and employee may agree on a flexible solution allowing the employee to take all or parts of leave at a later date.

*Extension of scope of Parental leave:* the law of 23 December 2022 removes the condition of being affiliated to the social security system at the moment of birth or adoption as an eligibility condition for Parental leave.

*Adjustment of the right to Parental leave:* the law of 15 August 2023 provides that if the employer refuses the option of Parental leave asked by the parent, then the employer must give a written explanation to the parent within 2 weeks of receiving the parent's request. The employer must further invite the parent to a meeting where the employer will propose in writing an alternative option of Parental leave. The meeting is to take place no later than 2 weeks from the date when the employer notified their refusal to the parent. If within 2 weeks of the meeting the parties have not reached an agreement, then the parent is entitled to choose between a 4 or a 6 month full-time Parental leave.

*Extension of exceptional leave:* the law of 15 August 2023 introduces Carer's leave and the leave for reasons of force majeure that have been described in section 1e.

*Rights of employees applying for and benefiting from Carer's leave and the leave for reasons of force majeure:*

The employer is not authorized to terminate the employee's employment contract or, where applicable, to invite the employee to a pre-dismissal interview on the grounds that the employee has applied for one of these leaves or has benefited from them. Any such termination would be considered null and void. Should a dismissal occur on such grounds, the employee may request within 15 days of the dismissal that the president of the Labour Court declare the nullity of the dismissal. The order of the president of the Labour Court shall be provisionally enforceable. It may be appealed by a simple application within 15 days from the notification of the clerk, in front of the magistrate presiding over the chamber of the Appeals Court. It shall be dealt with urgently, after hearing or duly summoning the parties.

During the entire duration of Carer's leave and the leave for reasons of force majeure, the employer is required to maintain the employee's position or a similar position corresponding to their qualifications and with at least equivalent salary. The duration of the leave is also taken into account in determining the employee's seniority rights. The employee keeps all the advantages they had acquired before the start of the Carer's leave and the leave for reasons of force majeure.

## **4. Uptake of leave**

### **a. Maternity leave**

As Maternity leave is obligatory, all employed women should take up the whole period of leave.

## **b. Paternity leave**

The 2018 activity report of the Ministry overseeing Labour matters provides some numbers on the beneficiaries of the Paternity leave for whom the employer has asked the reimbursement from the State starting from the third day of the Paternity leave onwards (2018 data): 3,255 applications were filed of which 50 incomplete applications and 223 ineligible applications (applications must be sent within five months after the birth or the adoption). The 2019 annual activity report of the Ministry overseeing Labour<sup>375</sup> matters reported that in the year 2019, 5,333 Paternity leave applications were submitted and 4,351 applications were approved and funded. The 2020 annual activity report of the Ministry overseeing Labour<sup>376</sup> matters reported that in the year 2020, 5,899 Paternity leave applications were submitted and 6,177 applications were approved and funded (some of them were submitted the year before). The 2021 annual activity report of the Ministry overseeing Labour matters revealed that in the year 2021, 5,468 Paternity leave applications were submitted, out of which 5,219 were eligible for funding<sup>377</sup>. In the year 2022 the Ministry overseeing Labour matters has received 6,787 Paternity leave reclaim applications, of which 6,539 were found to be eligible. A total of 7,915 reclaims were refunded to employers (some of which were submitted in previous years). In 2023 6,455 reclaims were filed by employers to the Ministry overseeing Labor matters, 6,227 were deemed eligible and 3,760 reclaim applications have been refunded<sup>378</sup>.

## **c. Parental leave**

The first available source of uptake rates is the evaluation of Parental leave in Luxembourg completed by KPMG in November 2002.<sup>379</sup> In December 2013, a report for the Luxembourg Ministry of Family and Integration was completed by the Luxembourg Institute for Socio-Economic Research (LISER).<sup>380</sup> In February

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<sup>375</sup> Ministère du Travail, de l'Emploi et de l'Économie sociale et solidaire (2019) 'Rapport d'activité 2019'. Available at : <https://gouvernement.lu/dam-assets/fr/publications/rapport-activite/minist-travail-emploi/2019-rapport-activite/2019-rapport-activite-mteess.pdf>

<sup>376</sup> Ministère du Travail, de l'Emploi et de l'Économie sociale et solidaire (2020) 'Rapport d'activité 2020'. Available at :

<https://gouvernement.lu/dam-assets/fr/publications/rapport-activite/minist-travail-emploi/2020-rapport-activite/2020-rapport-activite-mteess.pdf>

<sup>377</sup> Ministère du Travail, de l'Emploi et de l'Économie sociale et solidaire (2021) 'Rapport d'activité 2021'. Available at :

[https://mteess.gouvernement.lu/fr/publications.rapport-activite\\_ministere-travail-emploi\\_mteess\\_2021.html](https://mteess.gouvernement.lu/fr/publications.rapport-activite_ministere-travail-emploi_mteess_2021.html)

<sup>378</sup> Figures concerning the years 2022 and 2023 have been communicated by the Ministry of Labour for the purposes of this report (April 2024).

<sup>379</sup> KPMG Assurance Advisory Luxembourg (2002) *Etude d'évaluation de l'impact du congé parental au Grand-Duché de Luxembourg [Evaluation study of the impact of Parental leave in the Grand Duchy of Luxembourg]*. Available at: [http://www.gouvernement.lu/salle\\_presse/actualite/2002/12/23biltgen/dossier.pdf](http://www.gouvernement.lu/salle_presse/actualite/2002/12/23biltgen/dossier.pdf)

<sup>380</sup> Valentova, M. and Bia, M. (2013) *Le congé parental chez les parents d'enfant unique. Analyse du recours au congé parental par les mères et les pères d'enfant unique, et de son impact sur l'engagement des mères sur le marché du travail. Rapport rédigé pour le compte*

2020, a report financed by the Luxembourg Ministry of Family, Integration and the Great Region was realized by LISER.<sup>381</sup> In 2021 and 2022, scientific publications from the projects financed by the Luxembourg Research Fund (FNR) were published.<sup>382</sup> In 2023 two peer-reviewed contributions produced in the framework of a COST Action project Parental Leave Policies and Social Sustainability have been published<sup>383</sup> as well as a scientific peer-reviewed publication.<sup>384</sup> In March 2024 a journal article<sup>385</sup> stemming from the PARENT project financed by the FNR has been published.

Time series showing the evolution of the number of beneficiaries of Parental leave as well as evolutions according to several characteristics of beneficiaries are published by the Inspection Générale de la Sécurité Sociale on its website<sup>386</sup> and

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*du ministère de la Famille et de l'Intégration* [Parental leave use by parents of one child]. Luxembourg: Liser.

<sup>381</sup> Valentova, M., Amjahad, A., Genevois, A-S., Leduc, K. and Maas, R. (2020) *Évaluation intermédiaire des résultats de la réforme du congé parental de 2016: Projet financé par le Ministère de la Famille, de l'Intégration et à la Grande Région* [Intermediate evaluation of the Parental leave reform of 2016. Project financed by the Ministry of Family, Integration and the Great Region]. Esch-sur-Alzette: LISER. Available at : <https://mfamigr.gouvernement.lu/dam-assets/publications/rapport-etude-analyse/conge-parental/Rapport-LISER-Evaluation-intermediaire-des-resultats-de-la-reforme-du-conge-parental-de-2016.pdf>

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<sup>386</sup> <https://igss.gouvernement.lu/fr/statistiques/prestations-familiales.html>

in its annual report on social security, the Rapport Général sur la sécurité sociale.<sup>387</sup> In December 2023 13,193 Parental leave benefits have been paid.

The annual activity report of the Ministry of Family and Integration (2022 is the latest)<sup>388</sup> provides information on the number of leave beneficiaries and shows several trends in the 2012-2022 period. The data in the report reveal that since 2016 Parental leave has become more and more attractive for fathers. In December 2016, 3,557 women took leave, compared to 1,163 men, while in December 2018, the number of female and male beneficiaries had equalized. In December 2022, the number of male beneficiaries exceeded the number of females taking the leave (numbers are not expressed in full-time equivalent) 7,169 men used the leave that year, compared to 5,529 women. For the type of Parental leave used by beneficiaries in 2022, about 68 per cent of female beneficiaries took the full-time version of leave, approximately 21 per cent opted for the part-time version, and only 11 per cent took the fractioned form of leave. Among male beneficiaries, the pattern looks very different; 30 per cent took the full-time version of Parental leave, 22 per cent used the part-time leave, and about 48 per cent opted for the fractioned type of leave.

#### **d. Other employment-related measures**

No information available.

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<sup>387</sup> IGSS (2023), *Rapport general sur la sécurité sociale*. Available (in French) at <https://igss.gouvernement.lu/fr/publications.html>

<sup>388</sup> Rapport d'activité du ministère de la Famille, de l'Intégration et à la Grande Région (2022). Available at:

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