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LUXEMBOURG

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International Women's Day



BETTERWORK

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WELL-BEING
AND HEALTH
AT WORK

QUALITY OF WORK 2025: WOMEN AND MEN FACING DIFFERENT REALITIES

This edition analyzes working conditions in Luxembourg, with a focus on the differences between women and men. It highlights that, although some gaps are narrowing, female employees remain particularly affected by work-life conflict, emotional demands, health issues, and a higher intention to leave their jobs, underscoring persistent challenges in terms of job quality and retention.



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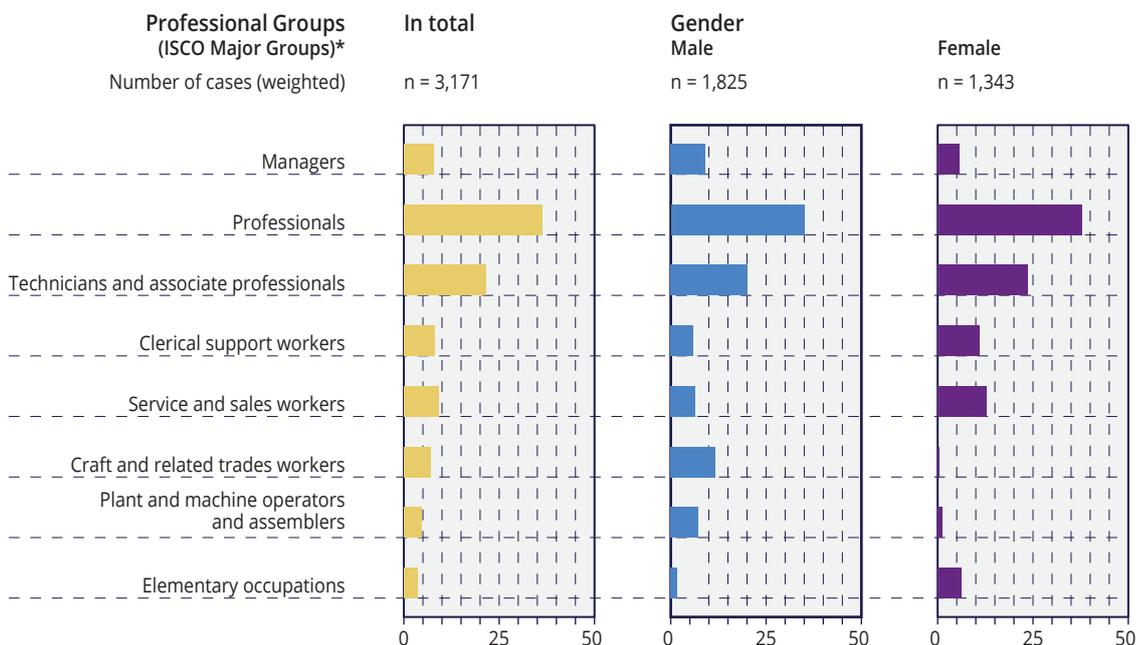
**YOU'LL
NEVER
WORK
ALONE.**

1. Gender Disparities in Luxembourg's Workforce Structure

Employment in Luxembourg reveals notable gender differences (**Figure 1**): men are more likely to hold managerial positions (9% compared with 6% for women). Conversely, women are slightly more represented in academic professions (38% compared with 35%), and are significantly more present in administrative roles as well as in elementary and service occupations.

Craft and industrial trades (12%), along with plant and machine operators and assembly workers (7%), remain almost exclusively male-dominated, with negligible female participation (below 1%).

Figure 1: Occupational Structure of Men and Women



Percentage shares per column; For missing values at 100%: « no response » or « unclassifiable »; *Only occupational groups with n = min. 30.

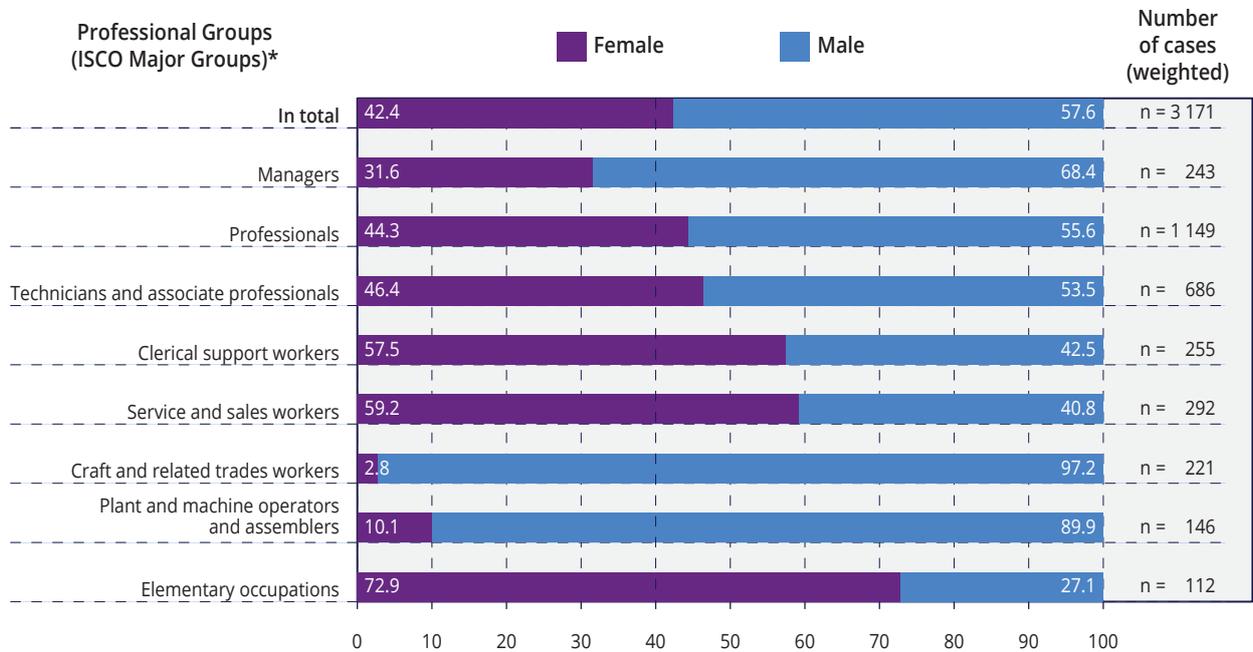
Note: Data from QoW 2025; percentages

Consequently, the analysis of gender distribution by occupational category in Luxembourg (**Figure 2**) reveals pronounced divides: some sectors remain strongly male-dominated, such as craft trades (97%), industry (90%), and managerial positions (68%). In contrast, women are the

majority among low-skilled workers (73%), in services and sales (59%), and in secretarial roles (58%). Only technical occupations and professional intellectual roles now show an almost perfect balance between men and women.

In this newsletter, only the masculine generic is used for the purpose of clarifying the text. It refers to any gender identity and thus includes both female and male persons, transgender persons as well as persons who do not feel they belong to either gender or persons who feel they belong to both genders.

Figure 2: Gender Distribution by Occupational Category



Question: I have some questions about your working conditions at the company. Please tell me to what extent these conditions apply?
 Information in %; values < 3% are hidden; *Only occupational groups with n = min. 30.

Note: Data from QoW 2025; percentages

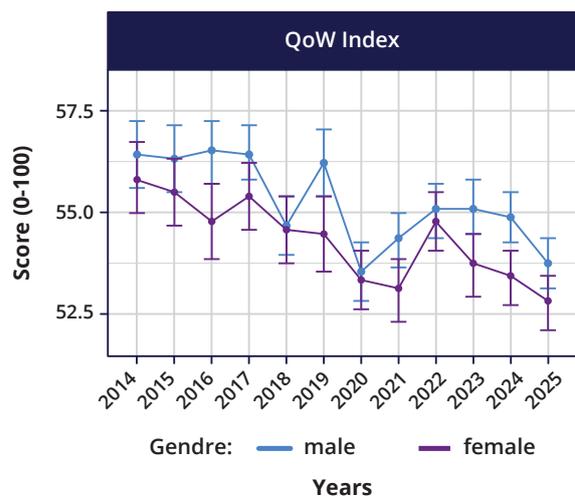
2. Perceptions of Job Quality differ by Gender

The Quality of Work (QoW) index, measured on a scale from 0 to 100, assesses the quality of working conditions for employees in Luxembourg. It is based both on the resources available to workers such as autonomy, cooperation, career development opportunities, and organizational support and on the constraints or risks they may face, including stress, physical workload, work intensity, and situations of harassment.

Over the twelve years covered by the survey, the overall trend has been downward, reflecting a gradual deterioration in perceptions of working conditions across all employee categories. In 2025, the overall *Quality of Work index (QoW-Index)* reaches 53.4 points, its lowest level since 2014. Across the observed period, the trend remains negative and appears to have accelerated in recent years.

Moderate but persistent differences emerge according to certain employee profiles, notably by gender (**Figure 3**). Men consistently score slightly higher than women over the years (around +1 point). This gender-differentiated evolution of the QoW-Index highlights a stable but limited advantage for male employees.

Figure 3: Quality of work index by gender



Note: Data from QoW 2014–2025; scores range from 0 to 100.

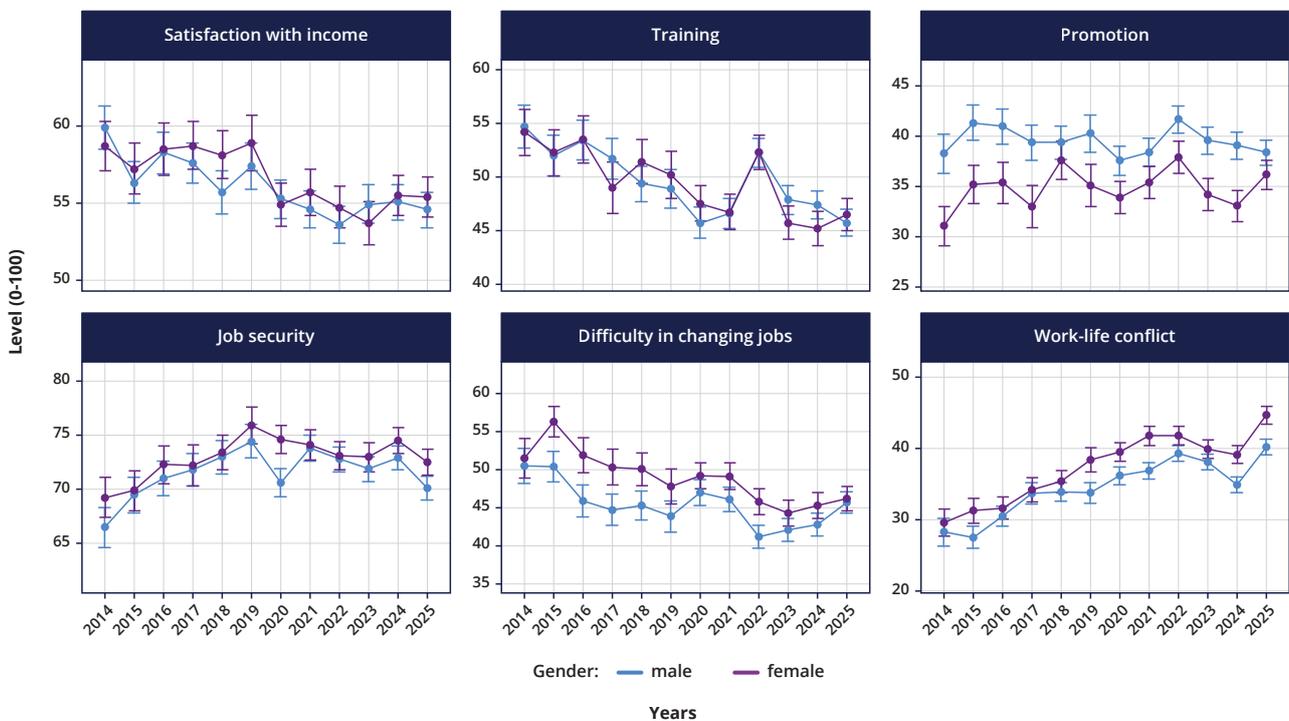
3. Job Quality: Persistent Gaps, Especially in Work–Life Balance

Figure 4 highlights the evolution of various dimensions of job quality by gender. Overall, men perceive more favorable promotion opportunities and report fewer difficulties in changing jobs than women. However, by 2025, the gender gap in these two dimensions has significantly narrowed, indicating a convergence of perceptions.

In contrast, work–life conflicts remain consistently higher for women than for their male colleagues. These differences partly reflect the gendered occupational distribution in Lux-

embourg, where certain female-dominated professions such as health and social care, education, secretarial work, or service roles (sales, hospitality, cleaning, beauty, etc.) are often associated with specific organizational constraints. Thus, while the overall trend shows a gradual reduction in gender gaps, work–life balance remains a persistent area of differentiation.

Figure 4: Evolution of Job Quality by Gender



Note: Data from QoW 2014–2025; scores range from 0 to 100.

4. Psychosocial Conditions: Perceptions Still Differ by Gender

Figure 5 highlights persistent gender gaps in the evolution of psychosocial working conditions. Men consistently report higher levels of participation and autonomy over the years, as well as a greater perception of accident risk. Women, on the other hand, consistently report higher emotional demands.

These differences partly reflect the gendered occupational distribution in Luxembourg, where some professions remain strongly male-dominated (craft trades, industry, manage-

rial positions), while women are the majority in low-skilled occupations, services, secretarial roles, and sectors such as health and social care or education.

Overall, the results do not show a true, lasting convergence between the sexes: differences remain stable across several dimensions and even widen for emotional demands.

Figure 5: Evolution of Psychosocial Working Conditions by Gender



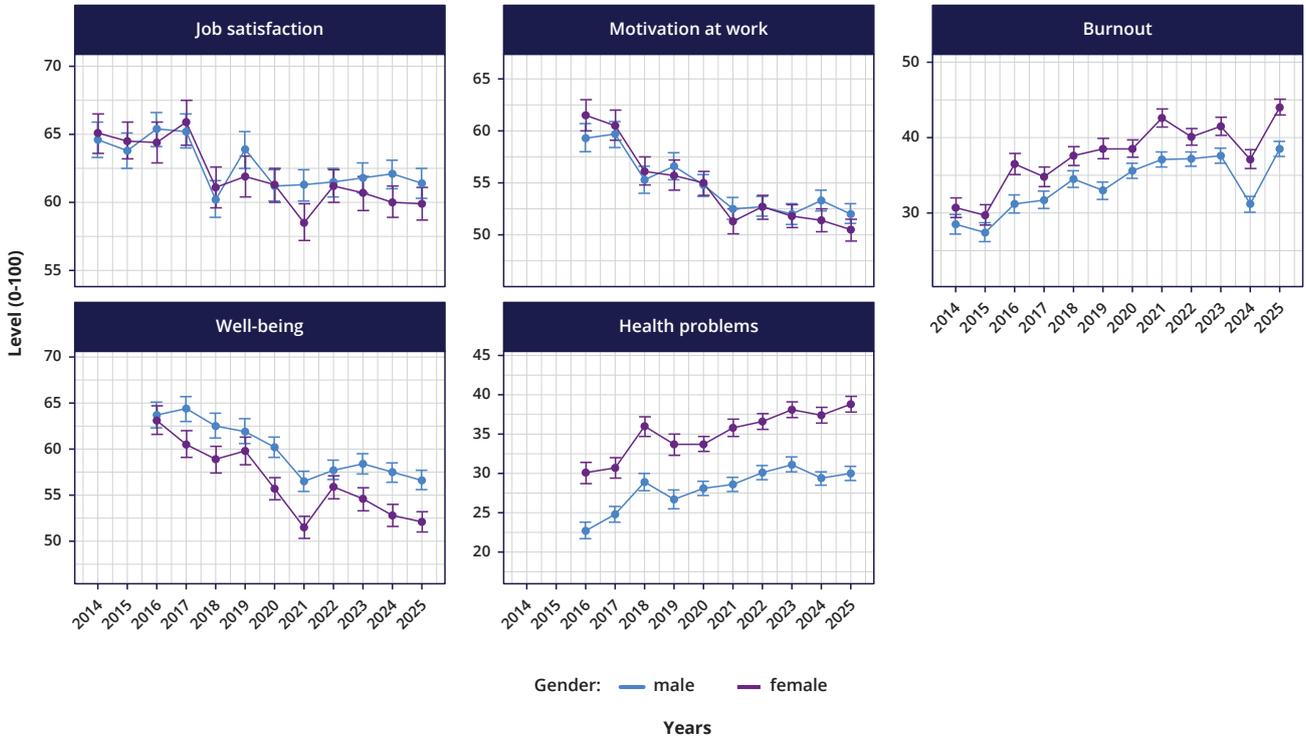
Note: Data from QoW 2014–2025; scores range from 0 to 100.

5. Well-Being Dimensions by Gender

Figure 6 illustrates the evolution of employee well-being by gender. Women consistently report higher levels of burn-out and health problems, while also indicating lower overall well-being compared with men. In contrast, gender differences remain minimal and stable in terms of job satisfaction and professional motivation.

Overall, these results show that while motivation and satisfaction are relatively similar, significant gaps persist in health and well-being, to the disadvantage of female employees.

Figure 6: Evolution of Well-Being Dimensions by Gender



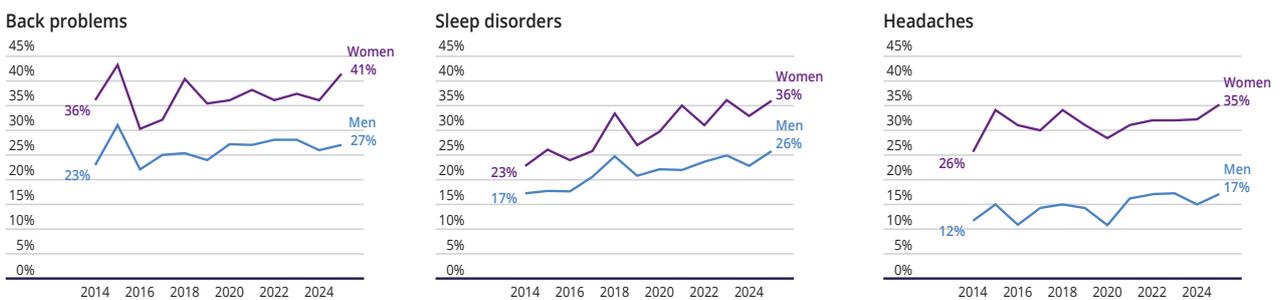
Note: Data from QoW 2014-2025; scores range from 0 to 100.

6. Physical and Mental Health: Persistent Gaps Between Women and Men

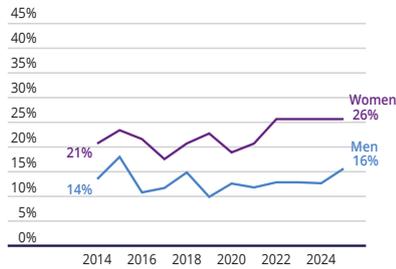
Analysis of the different dimensions of health reveals significant gender differences (Figure 7). In terms of physical health, women are consistently more affected than men by most issues, with the exception of heart conditions, which are more rare and difficult to interpret. Back pain remains the most common problem on average, while sleep disor-

ders have increased sharply. Headaches are particularly frequent, occurring more than twice as often as in men. Additionally, sleep disturbances and stomach problems appear to increasingly affect female employees, indicating that trends vary depending on the type of health issue.

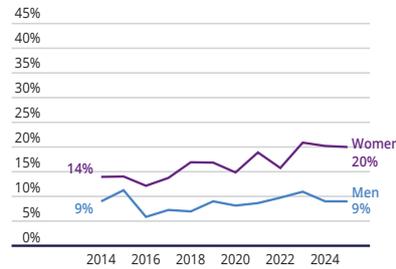
Figure 7: Evolution of Physical Health Problems by Gender (% of responses "often" and "(almost) always ")



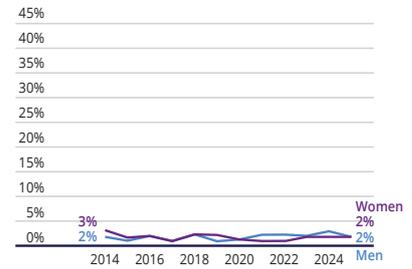
Joint problems



Stomach problems



Heart problems



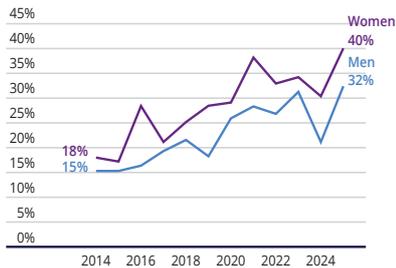
Note: Data from QoW 2014–2025; percentages.

In terms of mental health, women consistently exhibit higher levels of burnout, depression, and reduced emotional well-being (Figure 8). Over the observed period, both burnout and depression have increased, with female peaks reaching up to 40% for burnout and 17% for depression. Suicidal thoughts

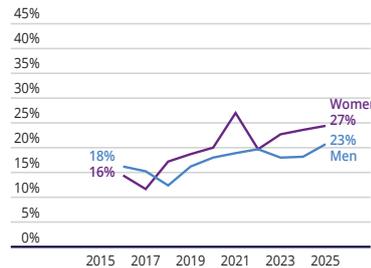
have also risen, from 1.6% to 2.7%, reaching approximately 7% in 2022–2023 for both genders. These results highlight that female employees are particularly exposed to risks affecting both their physical and mental health.

Figure 8: Evolution of Mental Health Problems by Gender (% of responses “often” and “(almost) always”)

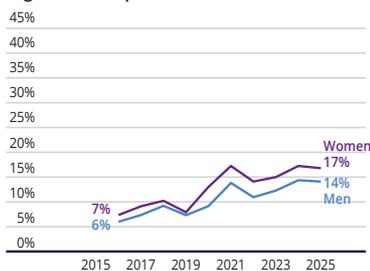
Burnout risk



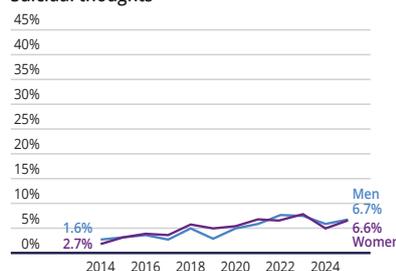
Reduced emotional Well-Being (Moderate risk of depression)



High risk of depression



Suicidal thoughts

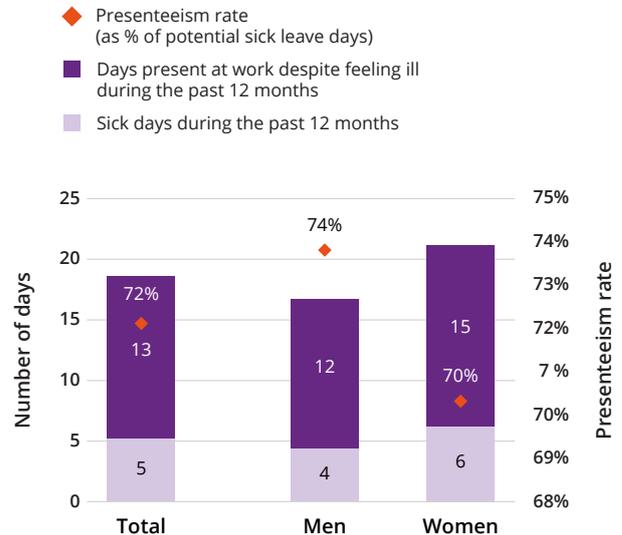


Note: Data from QoW 2014–2025; percentages.

7. Sick Leave and Presenteeism by Gender

The analysis of absenteeism and presenteeism reveals gender differences (Figure 9). Over the past 12 months, women have, on average, more sick leave days than men. They also report more frequently going to work despite not feeling fully well, indicating a high level of presence while unwell (presenteeism). In contrast, the overall rate of presenteeism remains slightly higher among men. These results show that workplace health experiences differ by gender and highlight the importance of tailoring prevention and employee support policies.

Figure 9: Sick Leave and Presenteeism by Gender

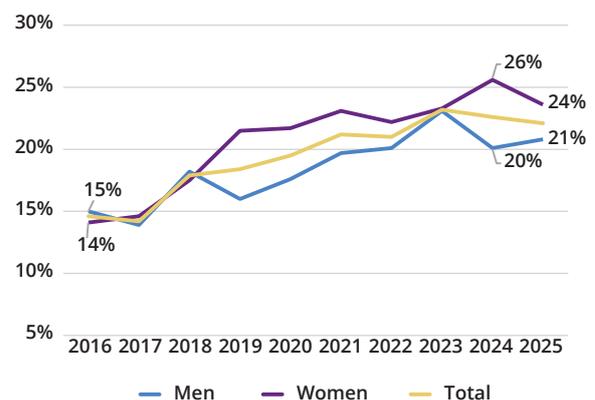


Hinweis: Daten aus dem QoW 2025; Angaben in Prozent.

8. Rising Intention for Job Mobility, but at Varying Rates

Since 2016, the intention to change jobs has shown an overall upward trend, rising from around 15% to a high and stable level since 2021 (21–23%). Over the entire period, the average stands at about 20%, with a notable gender gap: 22% for female employees versus 19% for male employees. Since 2019, women have consistently reported higher intentions to leave, with a faster increase (14% → 24%) compared with men (15% → 21%), reaching a maximum gap of 6 points in 2024 (26% vs. 20%). These figures indicate that while the upward trend affects all employees, it is particularly pronounced among women, highlighting a specific retention challenge for this group.

Figure 10: Intention to Change Jobs by Gender



Note: Data from QoW 2014–2025; percentages.

9. Summary

The 2025 data confirm that, despite some improvements, gender differences persist across many aspects of professional life in Luxembourg. Occupational segregation remains pronounced: managerial and manual positions are predominantly held by men, while services, elementary occupations, and certain female-dominated professions (health, social work, education, secretarial roles) remain largely occupied by women.

In terms of overall job quality, men report slightly better conditions. Although gaps in promotion opportunities have narrowed, work-life balance continues to be a critical issue disadvantaging women. Psychosocial conditions also show differences: men benefit from greater participation in deci-

sion-making and higher autonomy, while women face higher emotional demands.

Physical and mental health remain sensitive areas for women, who are more affected by burnout, depression, and various physical ailments. This is reflected in their absences: women take more sick leave days while also more often working despite feeling unwell. Furthermore, intentions to leave their jobs are higher and are increasing faster among women, highlighting a specific retention challenge.

Overall, these results underscore that, despite some convergence in job quality, women continue to face persistent challenges regarding working conditions, health, and retention, requiring particular attention from employers and public policy.

10. References

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Methode

For the *Quality of Work Index* study, which examines the situation and quality of work for employees in Luxembourg, approximately 1,500 to 3,200 interviews (CATI; CAWI) are conducted each year since 2013. The data have been collected by infas since 2014 on behalf of the Chambre des Salariés Luxembourg and the University of Luxembourg (Table 1). The results presented in this report refer to surveys carried out since 2014 (Sischka, 2025).

Table1 : Methodological background of the QoW survey

Aim of the survey	To study the working situation and quality of work of employees in Luxembourg					
Design, implementation, analysis	University of Luxembourg: Department of Behavioural and Cognitive Sciences, Luxembourg Chamber of Employees, since 2014 Infas Institute, previously TNS-ILRES					
Type of survey	Telephone survey (CATI) or online survey (CAWI; since 2018) in Luxembourgish, German, French, Portuguese or English					
Sample size	2014: 1,532; 2015: 1,526; 2016: 1,506; 2017: 1,522; 2018: 1,689; 2019: 1,495; 2020: 2,364; 2021: 2,594; 2022: 2,696; 2023: 2,732; 2024: 2,939; 2025: 3,171					
Scales for work quality	Scale	Number of items	Cronbach's Alpha	Scale	Number of items	Cronbach's Alpha
	Participation	2	0.69-0.81	Mental demands	4	0.73-0.78
	Feedback	2	0.71-0.82	Time pressure	2	0.68-0.80
	Autonomy	4	0.71-0.70	Emotional demands	2	0.79-0.87
	Cooperation	4	0.80-0.85	Physical strain	2	0.67-0.78
	Bullying	5	0.69-0.78	Risk of accidents	2	0.78-0.86
Scales for quality of employment	Scale	Number of items	Cronbach's Alpha	Scale	Number of items	Cronbach's Alpha
	Income satisfaction	2	0.84-0.90	Job security	2	0.67-0.76
	Training	2	0.72-0.89	Difficulty changing jobs	2	0.69-0.83
	Promotion	2	0.82-0.91	Work-life conflict	3	0.70-0.82
QoW-Index	The <i>QoW index</i> is formed by the unweighted mean of all scales of work and employment quality. The scales are also calculated using the unweighted mean of the corresponding individual indicators, which take values between 1 (e.g. "never") and 5 (e.g. "almost always"). The scale values are then normalised to values between 0 and 100 $(((\text{original scale value} - 1) / 4) * 100)$.					
Scales for well-being	Scale	Number of items	Cronbach's Alpha	Scale	Number of items	Cronbach's Alpha
	Job satisfaction	3	0.74-0.86	General well-being (WHO-5)	5	0.82-0.91
	Work motivation	3	0.65-0.75	Health problems	7	0.65-0.80
	Burnout	6	0.80-0.89			

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