

Luxembourg's Missed Deadline for the EU Pay Transparency Directive (7 June 2026) — Cautionary Case on Delayed Transposition

Gender Equality · Good practice · Luxembourg

Quality score: 26/100

Evidence strength: Cautionary / limited

Summary

Luxembourg did not transpose Directive (EU) 2023/970 by 7 June 2026. Sources conflict on whether a draft bill exists; the Ministry cited balancing worker protection against administrative burden. Equal pay already sits in the Labour Code.

Key dimensions

Dimension	Score
Transferability / replicability	1/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	0/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-17

[Ministry of Labour, Luxembourg](#) — accessed 2026-10-17

[CMS Luxembourg](#) — accessed 2026-10-17

[Paperjam](#) — accessed 2026-10-17

[All Eyes On Me](#) — accessed 2026-10-17

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