

Diversity Management

Statistics Luxembourg

Institut national de la statistique et des études économiques
STATEC

1. Raise awareness, train and involve
2. Define a diversity policy
3. Apply the principles of equal opportunities
4. Evaluate these practices
5. Communicate
6. Encourage all the partners to work in favour of non –discrimination and the promotion of diversity



For a company* in Luxembourg, working in favour of Diversity means going beyond the legal obligations in matters of non-discrimination and considering the multitude of profiles as a real performance asset for the company.

Carrying out a Diversity approach sets the respect and valuing of a person's unique talents and skills at the heart of the company's culture and practices.

Contributing to the construction of a more inclusive company enables each individual to find their place and flourish within society and to contribute to the wealth of our country.

In order to achieve this ambition, the company
represented by undertakes in signing this Charter to :

- 1 Raise awareness, train and involve the decision-makers and partners to the challenges of Diversity as a source of enrichment, innovation, progress, and social cohesion.
- 2 Define a Diversity policy and implement practices and action plans that consciously integrate the management of people's individual differences.
- 3 Apply the principles of equal opportunities and promotion of Diversity as much in the company's decision-making and management processes as in the management of its human resources.
- 4 Evaluate these practices, their results and their effects regularly.
- 5 Communicate to all the company stakeholders the commitments made and the concrete results of the implemented actions.
- 6 Encourage all of these partners to also work in favour of non-discrimination and the promotion of Diversity.

Signed at, on Signature

* Within this charter, the term 'company' covers all the structures offering goods or services whether for profit or not-for-profit.

What do signatories commit to ?

After signing the moral contract...

- Companies will receive the logo and the graphic charter
- Complete the questionnaire = national barometer (1 in 2 years)
- Publish practices on the public platform (min 1 per 2 years)

A working group

1 practical guide in Diversity management

3 types of events, once per month at minimum:

- Diversity network dedicated to signatories in order to share best practices
- Workshops and conferences opened to anyone interested
- Official signing sessions





A European Movement...

13 diversity charters across the European Union

France, Belgium, Denmark, Germany, Italy, Luxembourg, Spain, Sweden, Finland, Ireland, Austria, Poland, Estonia

Led by the European Commission

Directorate-General for Justice



Independants (form and content) → adjusted to the national contexts

Goals : encouraging companies to implement and develop diversity policies.

Contribute to the global diversity management movement (in the workplace)

European exchange platform

www.chartediversite.lu

■ Why setting a diversity policy in our Institute?

- In 2011: Creation of a research department
In 2014: 14 people with 7 different nationalities
- Management of cultural diversity in a public administration –compliance with the European Charter for Researchers – application for HR Excellence in Research - still ongoing
- Reintegration 45+
- Intergenerational management
- Sustainable development of gender equality
- Active support in cooperation projects
- Compliance with the European Statistics Code of Practice excellence vs. human approach



Gender Equality – One axis of diversity

In 2012: Gender Equality Project (positive action)

in collaboration with the Ministry of Equal Opportunities



Main findings in :

- Staff structure
- Working conditions and attitude towards work
- Working methods
- Volume of work and absenteeism
- Professional development and support
- Work-life balance
- Career breaks and parental leave
- Sexual and moral harassment
- Perception of gender equality and role of the equality representative



Actions taken in 2013:

- Cooperation project in Burkina Faso
- Logistical support and financial sponsoring of therapeutic and protected ateliers, contribution to educational activities and social actions
- Co-organizer of conferences
- Donations to different charity organizations

All these actions are related to diversity, but cannot be considered to directly be promoting diversity

Actions taken in 2014:

Action 1

- Creation of a breastfeeding-friendly space at STATEC

Action 2

- Organisation of Luxembourgish classes

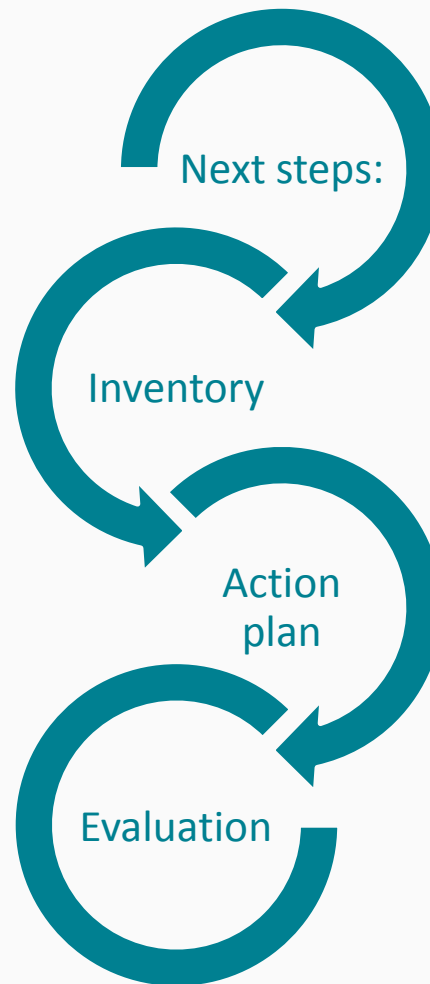
Action 3
ongoing

- Atelier “Work-life Balance” animated by School for parents

Action 4
ongoing

- Generations X, Y, Z – how to handle?





Thank you for your attention!

Who will be next to sign the Diversity Charter?

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