Diversity Management

Statistics Luxembourg
Institut national de la statistique et des études économiques
STATEC

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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
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, Danemark, 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.
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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?
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Next steps:
- Inventory
- Action plan
- Evaluation
Thank you for your attention!

Who will be next to sign the Diversity Charter?

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