

Example of a public award

The Positive Action Award Luxembourg

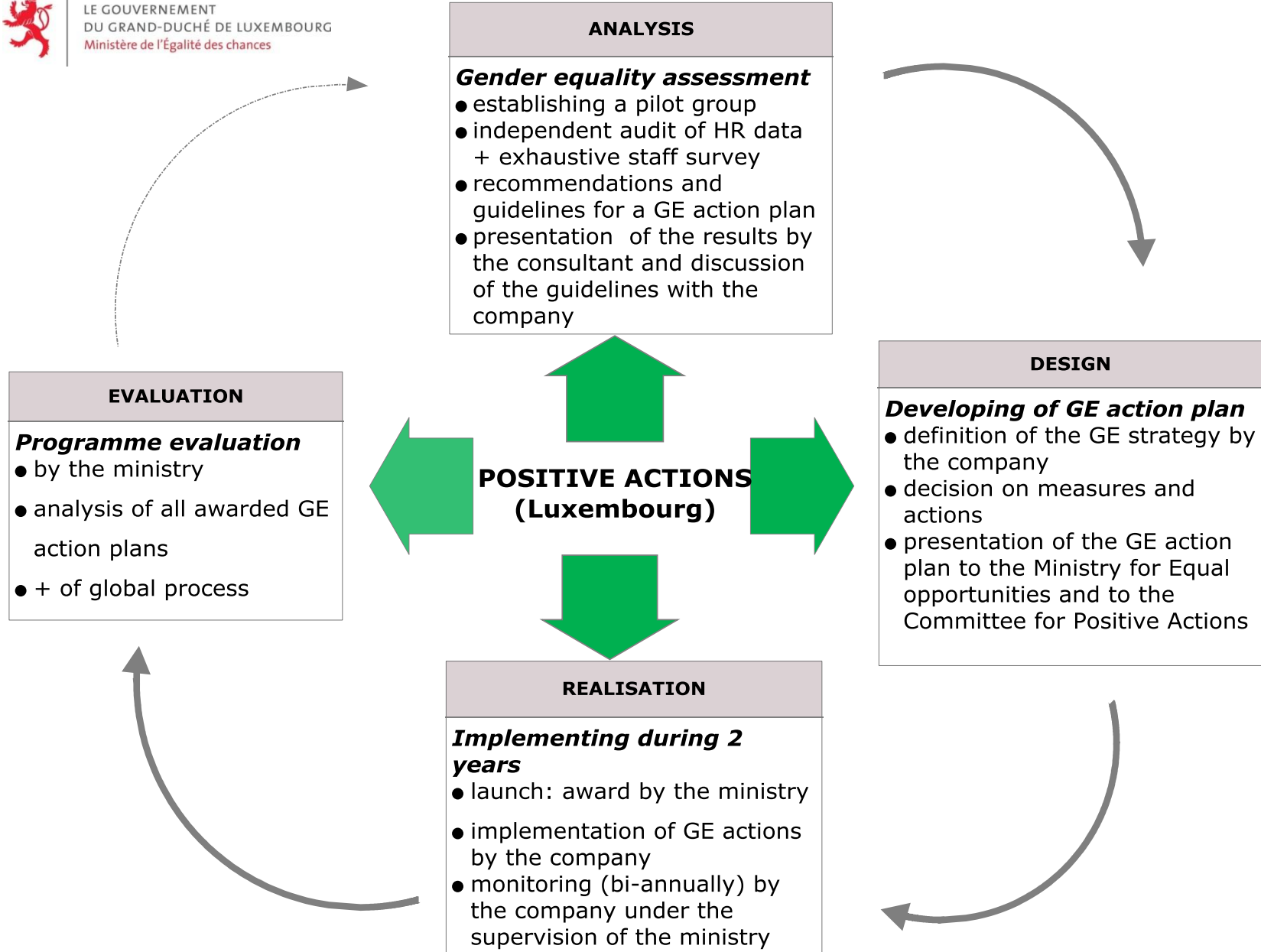
Anne Marie Theisen

**Presentation for GeCo – Learn from the best!
Athens, 13 September 2012**

Positive Actions follow a quality circle



LE GOUVERNEMENT
DU GRAND-DUCHÉ DE LUXEMBOURG
Ministère de l'Égalité des chances



Key elements of the assessment process

HR information

Survey data

Action field 1

Equal treatment

- Employment structure
- Remuneration
- HR policies and training
- Culture
- Sexual and moral harassment

Action field 2

Decision taking

- Career development
- Working times and advancement

Action field 3

Work life balance

- Family situation (childcare, parental leave, ...)
- Work-life-balance
- Work organisation (workload, health, stress, ...)

POSITIVE ACTION

Benefits for organisations: Value Management



Awarded PA assessments in 2011-2012

