

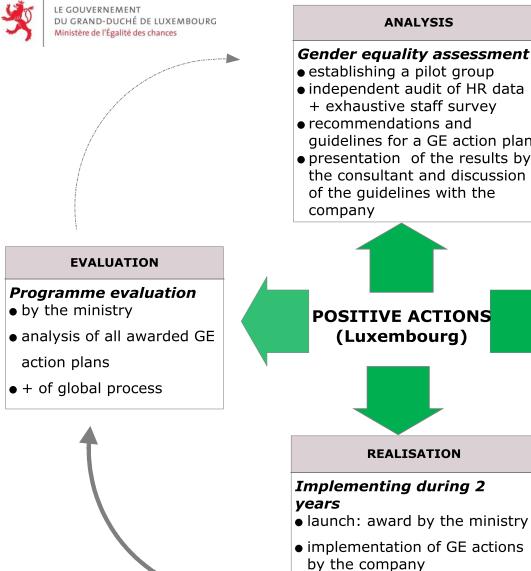
# Example of a public award

# The Positive Action Award Luxembourg

**Anne Marie Theisen** 

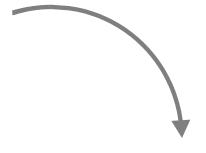
Presentation for GeCo – Learn from the best! Athens, 13 September 2012

# Positive Actions follow a quality circle



#### Gender equality assessment

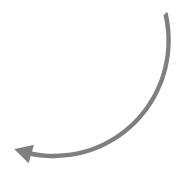
- independent audit of HR data
- guidelines for a GE action plan
- presentation of the results by the consultant and discussion



#### **DESIGN**

#### Developing of GE action plan

- definition of the GE strategy by the company
- decision on measures and actions
- presentation of the GE action plan to the Ministry for Equal opportunities and to the Committee for Positive Actions



- implementation of GE actions
- monitoring (bi-annually) by the company under the supervision of the ministry



# 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

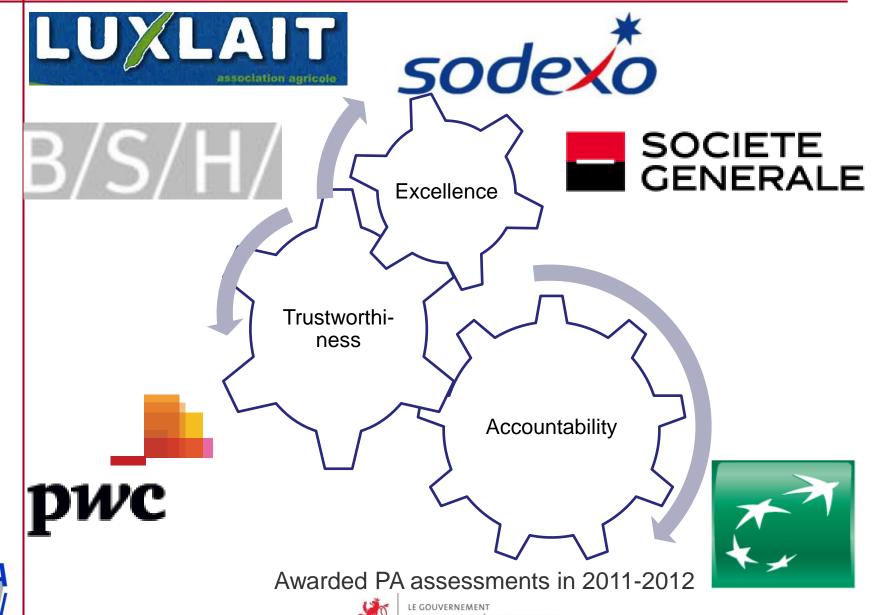
- Family situation (childcare, parental leave, ...)
- Work-life-balance
- Work organisation (workload, health, stress, ...)



# **POSITIVE ACTION**



# Benefits for organisations: Value Management





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