



# Gender Equality Plan (GEP)

2024 - 2026

Luxembourg  
December 2023

## Introduction

STATEC Research conducts research in the field of applied economics, covering the areas of productivity, entrepreneurship, well-being, social cohesion, and sustainability. Its mission is to improve the understanding of social and economic facts relevant to Luxembourg, focusing on the factors that contribute to an inclusive and sustainable growth of the country's economy. The organisation frames the research activities of STATEC, the *Institut national de la statistique et des études économiques du Grand-Duché de Luxembourg*.

STATEC Research is committed to the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers. What's more, STATEC endorses the Diversity Charter Lëtzebuerg<sup>1</sup>. The principles of the Charter, and the provisions of STATEC in application of the Charter, shape the activities of STATEC Research.

STATEC Research is an equal opportunity employer. The organization is committed to promoting equality, diversity, and well-being in the working place. We recognize that gender inequality exists and can have a negative impact both on research output and the working environment. In setting up our Gender Equality Plan, we aim to raise awareness of all forms of discrimination, and in particular gender-based discrimination.

In this context, the Gender Equality Plan sets goals and describes strategies that shape concrete actions to address these issues.

## Goals

Our goals are the following:

1. To create an inclusive work environment where all employees feel valued and respected regardless of their gender.
2. To promote diversity at all levels of the organization, including leadership positions and decision-making processes.
3. To ensure fair treatment for all employees, regardless of their gender.
4. To provide equal opportunities for career development and advancement for all employees, regardless of their gender.
5. To prevent and address gender-based discrimination in the workplace.

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<sup>1</sup> <https://www.chartediversite.lu/en/subscribers/statec>

### Strategies

Our strategies are as follows:

1. Recruitment: we commit to recruitment processes that are open, fair and unbiased, and that aim to attract a diverse pool of candidates for the advertised roles. We ensure that our recruitment and selection processes are in line with the principles stated in the European Charter for Researchers.
2. Flexible Working Time Arrangements: we offer flexible work arrangements, including flexible hours and remote working options, to support the work-life balance of all employees, including those with caregiving responsibilities.
3. Equal Pay and Benefits: we provide equal pay and access to benefits, including parental leave, for all employees.
4. Culture of respect and inclusivity: we commit to raising awareness on gender parity issues and unconscious bias, and making education and training on gender equality and unconscious bias available to all employees and staff.
5. Monitoring and Reporting: we commit to monitoring and reporting the implementation of this Gender Equality Plan, with the aid of appropriate indicators. This will include regular assessments of the gender composition of our workforce in accordance with GDPR rules.

### Implementation

The implementation of the Gender Equality Plan, detailed in the Action Plan, will be the responsibility of all employees, with the support of the management team. We will allocate appropriate resources to ensure that this plan is effectively implemented, reviewed and updated as necessary. We will also communicate our commitment to gender equality to our stakeholders. The GEP will be published on the Institution's website. The Action Plan will be signed by the top management.

### Coming into force and validity period

The Gender Equality Plan comes into force on 1 January 2024 and is valid for a duration of three years until 31 December 2026.

Luxembourg, 15 December 2023