

# PRESS RELEASE



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## RESULTS OF THE 5<sup>th</sup> EDITION "DIVERSITY & BUSINESS" BAROMETER LÉTZEBUERG

The Diversity Charter presents the results of the 5<sup>th</sup> edition of the "Diversity & Business" Barometer Lëtzebuerg. As part of their commitments, signatory organisations are required to report on their diversity management practices every three years by completing a questionnaire administered by IMS Luxembourg and analysed in collaboration with LISER (Luxembourg Institute of Socio-Economic Research).

### AN EDITION WITH NEW FEATURES

Signatories responded via the new online platform [diversitybarometer.eu](https://diversitybarometer.eu), completing both a Luxembourgish and a European questionnaire. The Luxembourgish questionnaire, developed by the Diversity Charter Lëtzebuerg, consists of 14 questions across five modules in 2024. It provides an overview of the diversity initiatives implemented by signatory organisations. The European questionnaire, also distributed among other European Charters involved in the platform project, aims to gather long-term data on DEI practices and aspirations across Europe.

### INCLUSION: A KEY CHALLENGE FOR ORGANISATIONS

The 2024 Diversity & Business Barometer survey highlights key characteristics of the signatories of the Diversity Charter Lëtzebuerg. Certain trends have been identified regarding the preferred actions taken by these organisations and their impact on overall performance. Organisations in Luxembourg are encouraged to use this tool to assess their position in relation to the findings of this survey.

### 3 KEY FIGURES FROM THE LUXEMBOURG BAROMETER

- **96% of signatories state that diversity initiatives originate from top management** (including HR and the parent company), with 41% citing the leader's personal conviction as the primary driver.
- **Over 90% of signatories offer flexible work arrangements**, including remote working and adaptable working hours, to support work-life balance.
- **93% of signatories rely on the Diversity Charter** to enhance their theoretical knowledge of diversity management, while **92% use it to raise employee awareness**. The Diversity Charter Lëtzebuerg and IMS Luxembourg provide events (conferences, workshops, training) and practical resources to support signatories in diversity management.

### 3 KEY INSIGHTS FROM THE EUROPEAN BAROMETER

(Results from Luxembourgish signatories)

- **The most frequently addressed diversity dimensions** (currently or within the next three years) in signatories' DEI initiatives are **gender (96%), age (90%), race/ethnic origin (87%), and disability (86%)**.
- **67% of signatories have a dedicated Diversity & Inclusion officer**, increasing to 74% in organisations with over 250 employees. This role is primarily linked to the Human Resources department.
- **89% of signatories publicly highlight their DEI objectives and activities through speeches by the CEO or board members**, while **90% actively involve employees** in shaping diversity and inclusion policies and initiatives.

Read the full results: [Baromètre Diversité & Entreprises Lëtzebuerg 2024 - 66 pages / 6.1 MB](#)



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## **IMS - Inspiring More Sustainability Luxembourg's leading network for Sustainable Development**

IMS - Inspiring More Sustainability - has been the leading network of Luxembourg companies active in sustainable development for 18 years. IMS is an independent, non-political, and non-profit organisation.

IMS' mission is to inspire responsible strategies and practices among national economic actors. IMS Luxembourg supports its members through collaborative and federating projects by promoting dialogue with stakeholders (private, public, associative). IMS provides expertise, concrete solutions, awareness, information (toolkit, clubs, workshops...) and trainings. This network represents almost 25% of Luxembourg's payroll.

IMS is the national contact point for several European and international organisations and movements: B Corp, Capitals Coalition, CSR Europe, the European Commission - Directorate General for Justice, Mental Health Work and the WBSCD (World Business Council for Sustainable Development) and is the local hub for The Inner Development Goals (IDG).

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