

# LA GESTION DES DÉFIS LIÉS À LA DOUBLE CARRIÈRE

**Company name :** BANQUE DE LUXEMBOURG

**Activity sector :** Activités financières et d'assurance

**Company category :** Grande Entreprise

## Description of the action

A conference on the occasion of Diversity Day to raise awareness among employees of dual careers and the importance of basing them on a "contract" established within the couple and "renegotiated" regularly. A report was also made on the general situation of women's careers and the persistent existence of stereotypes in this area.

## Context

On the occasion of Diversity Day 2021 and in the context of a new, more comprehensive gender equality project.

## Objectives

To raise awareness of the issue of women's careers by involving both women and men and to introduce the forthcoming project.

## Approach

Realisation of a conference with Isabella Lenarduzzi from JUMP Brussels followed by a workshop with Mrs. Lenarduzzi and some internal actors.

## Impact

The conference attracted the interest of both women and men (with a 5:1 ratio), some of whom were particularly interested in this subject, which they are experiencing on a personal level.

There was little impact at this stage other than the awareness of the 'gender parity' project which is taking shape.

## « To do »

Invite a very experienced speaker on the subject.

## « Not to do »

Offer the conference at lunch time as this takes away from its importance.