

POLITIQUE DE NON-DISCRIMINATION

Company name : RANDSTAD LUXEMBOURG

Activity sector : Activités de services administratifs et de soutien

Company category : PME

Description of the action

Randstad's core business is the recruitment of temporary employees. "Simultaneously satisfying the interests of all parties concerned" is a core value of our company, which means that we are as concerned about the interests of temporary workers as we are about the requirements of the users of our services.

Context

Promote diversity management as much as possible, both among our permanent staff and among our temporary workers, in order to promote equal opportunities and contribute to the integration of temporary workers into the labour market.

Approach

Actions to combat discrimination begin as soon as temporary workers are recruited and clients are met. Tailor-made "matchings" between employers and employees are based on skills and attitude. We are careful to eliminate discriminatory criteria (age, gender and racial and ethnic profiling) as well as stereotypes that can sometimes be related to our clients' requests. A specific form of discrimination that we may encounter in the field pits the workers of a user company against temporary staff, insofar as different treatment would be applied. However, in terms of remuneration, security, "fixed" and temporary staff must be put on an equal footing and we make it a point of honour to do so.

« To do »

Promotion of diversity and integration of temporary workers.

« Not to do »

Improvement of the company's performance and image.