

WORK-LIFE FLEXIBILITY

Company name : DSM AVOCATS A LA COUR

Activity sector : Activités de services administratifs et de soutien

Company category : PME

Description of the action

DSM *Avocats à la Cour* is a mid-sized Luxembourg law firm which provides its national and international clientele multidisciplinary, multilingual services suited to Luxembourg's current environment.

The compatibility of family responsibilities with work is a crucial factor for DSM. This outlook is based on the recognition that skills and talents can only be used optimally if the employees are able to successfully meet the challenges of their professional and private lives.

Context

Employees of different nationalities and cultures are an advantage in our work environment with international clients. Women and men have equal opportunities to developing their personal and professional abilities.

The compatibility of work and family life is important to us. Whether more flexible working hours to accommodate family needs or parental leave for both men and women, we support such measures. This in turn helps our employees balance their professional and private lives.

Approach

We are convinced that the [diversity](#) of our employees, which is reflected in their gender, age, origin, sexual orientation, religion, family status, education and individual values improves our performance and capacity for innovation in the interest of our clients.

[Diversity](#) is more than a simple appreciation for the concept. It is an expression of the integration of different potentials and worldviews into the daily work of our law firm, and is a source of our strength. The cooperation in our law firm's diverse environment is based on respect and tolerance. We rely on the broad knowledge and extensive experience of our employees.

Objectives

- Improve the work life balance of our employees.

Impact

We expressly promote [diversity](#). Because of this philosophy, we are in a position to adapt appropriately to our clients' situations. We speak their language.

We now employ over 60% of women in our firm and parental leave is used by both women and men.

« To do »

- Make work life balance important.