

Press release

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Deloitte aims for a threefold increase in female partners by 2030

Brussels, Belgium – 7 March 2018 - In response to International Women’s Day coming up this Thursday 8th of March, Deloitte has announced that it is aiming to achieve a threefold increase in female partners by 2030. To meet this objective, the organisation has drawn up an extensive action plan ranging from recruitment to evaluation procedures that pays greater attention to the differences between men and women. ‘As an employer, we consider it our responsibility at Deloitte to place equal opportunities for women high on the agenda,’ explains Piet Vandendriessche, CEO of Deloitte Belgium.

30% female partners by 2030

Deloitte is making gender diversity a priority. An in-company scan has revealed that there is no difference in men and women’s pay at Deloitte, and neither could any gender differences be found with regard to evaluations or commitment. The organisation has noted, however, that women do not tend to rise as easily to fill senior leadership positions.

Currently 11% of the associates are women, while 44% of all employees are female. It is therefore apparent that women encounter barriers on their way to the top of the organisation. This is why Deloitte is making it its mission to triple the number of female partners by 2030. In concrete terms, the company aims for 20% of its partners to be female by 2024, which is twice the number it is today. By 2030 Deloitte wants to reach 30%.

Deloitte Belgium’s CEO, Piet Vandendriessche, explains: ‘I consider it our duty to place equal opportunities for women high on the agenda and to ensure that they too can easily grow into senior leadership positions.’ Caroline Veris, the partner responsible for diversity, adds: ‘The performance of a team is not only the result of its collective skills, but also of its diversity.’

Fighting gender bias

Concrete goals require an action plan, which at Deloitte consists of three parts: identifying barriers, raising awareness and achieving changes in behaviour.

The different divisions of the organisation will conduct an investigation into working methods that often inadvertently create barriers for women. This will be done through a new evaluation process that focuses on continuous feedback, with a view to bringing out the best in employees and encouraging them to take their

career into their own hands. Additionally, Deloitte will be holding quality-oriented interviews with women to identify any barriers they are experiencing when it comes to promotion.

In addition to identifying barriers, Deloitte also aims to create a culture of awareness. Currently there is not a lot of conscious attention paid to diversity, for example when teams are put together. Deloitte aims to tackle this lack of awareness by organising workshops for managers and conducting a detailed analysis of the results.

Furthermore, Deloitte aims to bring about concrete behavioural changes. One way the company will do this is by screening all communication relating to recruitment for gender bias. A Gender Decoder will be used as a tool in drawing up job vacancy announcements, for example. This software highlights words as to create an appealing job description to both male and female job candidates. The composition of administrative bodies is also being reviewed, in order to achieve a balance here as well.

Piet Vandendriessche: 'It is our task to bring down all barriers within our company. Additionally, we are also struggling with a few external obstacles, such as the limited number of female graduates in STEM disciplines. Policy-wise it is recommended to make a greater effort to bring these disciplines to the attention of young girls. We need to get girls as well as boys excited about science, technology, engineering and maths from an early age.'

Deloitte is also strongly committed to facilitating flexible working hours, which will allow employees – whether male or female – to maintain a better work-life balance.

Deloitte in Belgium

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