

SUMMARY

Deloitte's family leave program supports employees at all stages of their professional and family life

THE CHALLENGE

Deloitte, an international consulting and tax advisory firm, competes for top talent across the globe. To better position itself in this war for talent, Deloitte leads with family-friendly and flexible workplace policies that allow their employees to grow their careers while caring for their families. They believe an inclusive and supportive environment is a key differentiator that helps them retain talent within their organization and attract top talent.

THE SOLUTION

In addition to its 40 days of paid-time-off, Deloitte offers 16 weeks paid leave to employees to care for not only a new child but also a child, spouse, sibling, or parent with a serious health issue. Deloitte also provides flexibility in the way employees take their leave, such as taking their leave in a few days per week, weekly increments, or in one continuous period. This flexibility enables employees to adapt the policy for their unique situation – ranging from a block of time to care for a new baby or one-day a week to share in the responsibility of caring for an elderly loved one.

THE RESULTS

Deloitte employees have been able to take leave for a wide range of family situations, which contributes to a tangible culture of support and inclusion at Deloitte. It cultivates loyalty among employees and pride in being a Deloitte employee. This, in turn, helps extend and promote the Deloitte brand into the communities in which their employees live. In addition, the leave policy enables employees to continue in their careers rather than make decisions to quit or reduce responsibility or hours.

CASE STUDY SOURCES

www2.deloitte.com

www2.deloitte.com/family-leave-stories

www.seasons.com

parentsandcarersatwork.com