

# HEIDRICK & STRUGGLES

## Women and Careers in Belgium Press release – March 2011

The outcome of the survey, conducted by Heidrick & Struggles, to which 257 female executives in Belgium responded leads to the following findings :

### The current situation

- There is male dominance in decision making at top management level in most organisations in Belgium (93 % agree)
- There exists a glass ceiling when it comes to upward advancement of women executives to top management positions (63%)
- Only 19 % agree that organisations in Belgium provide equal opportunities for women executives compared to men
- Women executives are not compensated as well as their male counterparts (70% agree)

### What is boiling under the surface and challenging common beliefs

- 85% of respondents aspire to reach top management positions to be able to influence corporate strategy and half of the women do it to maximize their income (49%)
- Women state that it is in line with their personality (75%) and their competency(86%) AND they believe they have the professional training and education to reach top management positions (74%)
- Additionally 54 % of the respondents say their supervisor is supportive of their advancement
- 57 % believe they can satisfactorily manage both family and full time career but 72 % state it is difficult to maintain the balance

### What are the issues

- Networking – do women see the purpose/benefit of networking? Do women understand the impact of networking on their career development?
- Are women sufficiently mobile?
- Are women sufficiently assertive?
- HR processes to be looked at

### Actions

- The majority of respondents believe actions can be taken at corporate AND national level in Belgium and that this will make a difference
- Networking is one route to explore amongst others
- Further to be debated during the event

Marie-Hélène De Coster – March 2011