

  
**accenture**

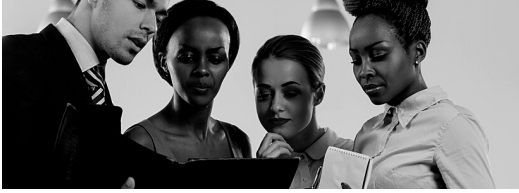
2022

**Company Profile**

Women's Power & Influence Index (1.0)

 **The Difference  
Engine**

**Arizona State University**



Accenture, a technology company that specializes in communication technology, has been ranked as a **PACESETTER** based on the criteria used for the Women's Power Index. Accenture has achieved pay equity and annually examines compensation for all employees. Accenture does offer childcare benefits, paid time leave, and fertility benefits. Empower@Work is a program working to achieve gender equity through skills-based training. Accenture is committed to recruiting and retaining women. Based on Accenture's most recent EEO data, 24% of executives are women and 40% of the total workforce is female. We could not find any information regarding professional development programs, gender-specific mentorship opportunities in the United States, or harassment and discrimination training.

## Workforce Profile



Binary scores are calculated as 1 or 0.

- 1 indicates that all information for this category was found in publicly available resources.
- 0 indicates that information for this category was not readily available to the public.

All hyperlinks are valid as of 10/11/2023

## Compensation

### Pay Gap

### Pay Gap Score

1

#### *Existence of policy to address the gender pay gap*

"At Accenture, pay equity means that our people receive pay that is fair and consistent when considering similarity of work, location and tenure at career level. We conduct an annual pay equity review, and our last review was conducted in November 2021. As of November 5, 2021, we have dollar-for-dollar, 100% pay equity for women compared to men, in every country where we operate (countries with de minimis headcount were excluded from the analysis). By race and ethnicity, we likewise have dollar-for-dollar, 100% pay equity in countries where we collect this data (the United States, United Kingdom and South Africa)."

Ref: page 3, Accenture Pay Gap Policyf4ee

## Career Growth

### Professional Development

### Professional Development Score

1

#### *Existence of professional development programs geared towards female employees*

As far as we could tell there isn't a specific program, only a goal in their comprehensive section of the Getting to Equal 2020 report

"The company has a women's network open only to women"

Ref: pg 31, Getting to Equal 2020 Accenture

### Mentorship

### Mentorship Score

0

#### *Existence of formal mentoring programs to facilitate advancement of careers of female employees*

Information related to this criterion could not be found.

### Recruitment Efforts

### Recruitment Efforts Score

1

#### *Written commitment to attracting women to open positions*

"The organization is fully committed to hiring, progressing and retaining women"

Ref: pg 31, Getting to Equal 2020 Accenture

## Work-Life Balance

### Childcare Benefits

### Childcare Benefits Score

#### *Existence of childcare subsidies and support*

1

""Subsidized back-up dependent care, as well as a concierge service, is available for children, spouses or elderly family members"

Ref: pg 2, Accenture Benefits

### Caregiver Paid Time Off (PTO)

### Caregiver PTO Score

#### *Availability of paid caregiver leave in excess of government mandates*

1

"We offer the below to Accenture parents:

16 weeks paid maternity leave  
8 weeks paid time off for primary caregivers  
2 weeks for secondary caregivers"

Ref: pg 2, Accenture Benefits

### Health Benefits

### Health Benefits Score

#### *Existence of female oriented health benefits*

1

""Accenture provides fertility and adoption navigation support, as well as reimbursements for adoption and surrogacy fees."

Ref: pg 2, Accenture Benefits

## External Stakeholder

### Community Engagement

### Community Engagement Score

#### *Organizational support of initiatives that drive gender equality and women's empowerment in the community*

1

"Empower@Work: Empower@Work provides skill-building programs for supply chain workers, with a focus on collective action, gender equity and policy and systems change. We helped Empower@ Work further define its business and operating model and develop a road map for mobilization—solidifying its role as an independent organization to drive impact at scale and accelerate systemic change."

Ref: pg 49, Accenture Communication on Progress 2021

## **Inclusive Culture**

### **Gender Equality Program**

*Additional programs that promote gender equality within the industry or the company*

Information related to this criterion could not be found.

### **Gender Equality Program Score**

0

### **Harassment Policy**

*Explicitly defined policies against sexual harassment and existence of anti-harassment policies that address verbal, physical, sexual and psychological harassment and violence*

"Disrespectful behavior and harassment are any treatment of a person that creates an intimidating, hostile or offensive work environment, or any inappropriate behaviors that interfere with work performance. Disrespectful behavior and harassment can also be a form of discrimination when someone is treated less favorably in the workplace based on personal characteristics (see Meritocracy and Non-Discrimination). Disrespectful behavior or harassment of any kind are not tolerated by Accenture.

What matters when evaluating disrespectful behavior or harassment is how the behavior is received by the impacted individual, not whether it was intentional. If it is reasonably perceived as disrespectful or harassing, it is prohibited by Accenture."

Ref: pg 12, Accenture Code of Ethics

### **Harassment Policy Score**

1

### **Harassment and Discrimination Training**

*Existence of policies mandating discrimination and sexual harassment training*

Information related to this criterion could not be found.

### **Harassment & Discrimination Training Score**

1