



WOMEN IN POWER



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accenture

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Accenture

WOMEN IN POWER

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SMD - ACCENTURE GLOBAL
UTILITIES LEAD





THE GENDER GAP

DESPITE PROGRESSES STILL A LONG WAY TO GET PARITY

60 YEARS

before the pay gap closes in developed markets

22%

more likely for a man to become a manager

22%

Women on Boards in Fortune 1000 Companies vs. 15% in 2011

**9 out of 10
companies
established since
1900 were founded
exclusively by men**

Accenture Research analysis

**“WE ARE
SENDING OUR
DAUGHTERS
INTO A
WORKPLACE
DESIGNED FOR
OUR DADS.”**

IT IS ALSO ABOUT HOW THE FUTURE IS SHAPED...

Oculus initially caused motion sickness in women because the equipment was developed and tested primarily by men

Female drivers were 47% more likely to be seriously injured in a car crash because test crash dummies were modelled after the average male in height, weight, and stature

More **executive-level salaried positions** were shown to search engine users **if it thought the user was male**

The only **artificial heart** on the market fits 80% of men and only 20% of women



EPIC DISRUPTION

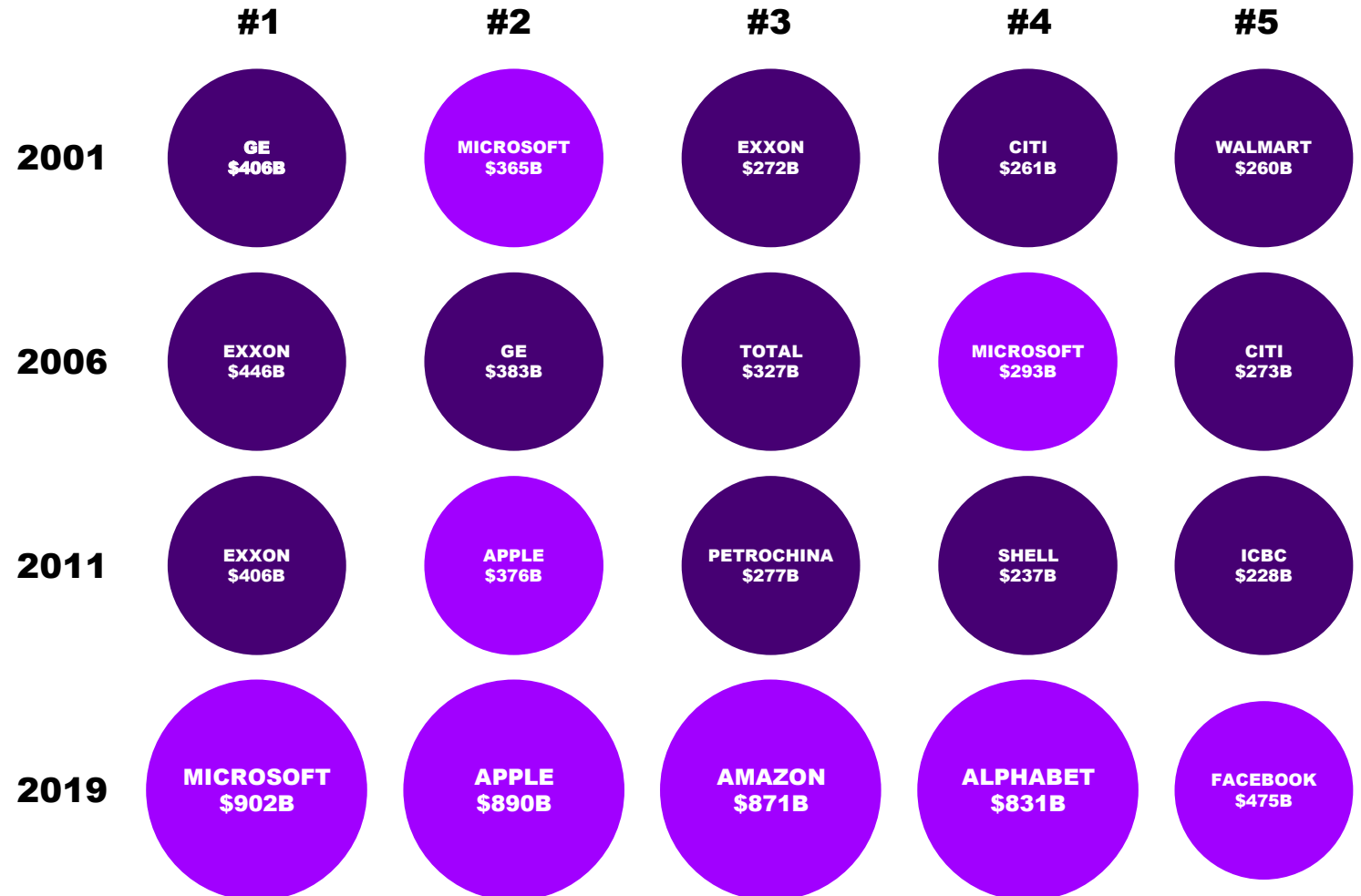
”Digital is the main reason just over half of the companies on the *Fortune 500* have disappeared since the year 2000”

Pierre Nanterme
Former CEO Accenture

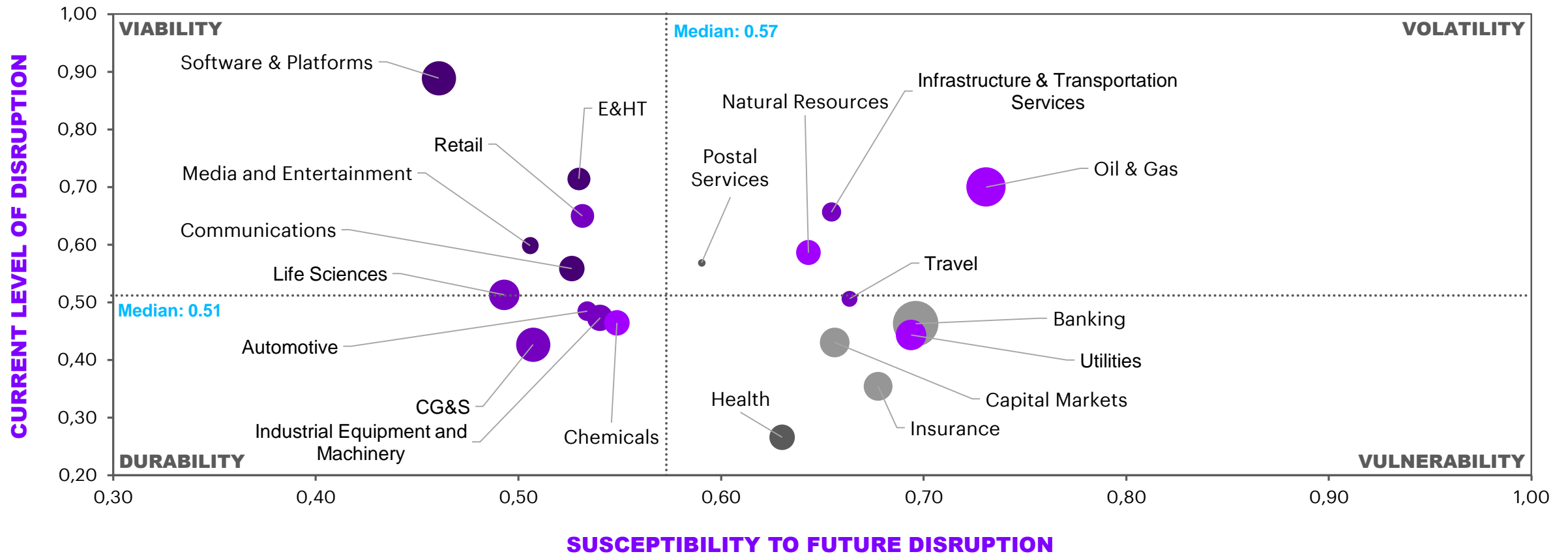
”The reason why it is so difficult for existing firms to capitalize on disruptive innovations is that their processes and business model that make them good at the existing business, make them bad at competing for the disruption”

Clayton M. Christensen
Kim B. Clark Professor of Business Administration at the Harvard Business School

TOP GLOBAL COMPANIES PAST AND CURRENT



ALL INDUSTRIES ARE SUSCEPTIBLE TO DISRUPTION. INNOVATION IS KEY TO TRANSFORM THEM AND UNLOCK GROWTH



Source: Accenture Research Disruptability Index

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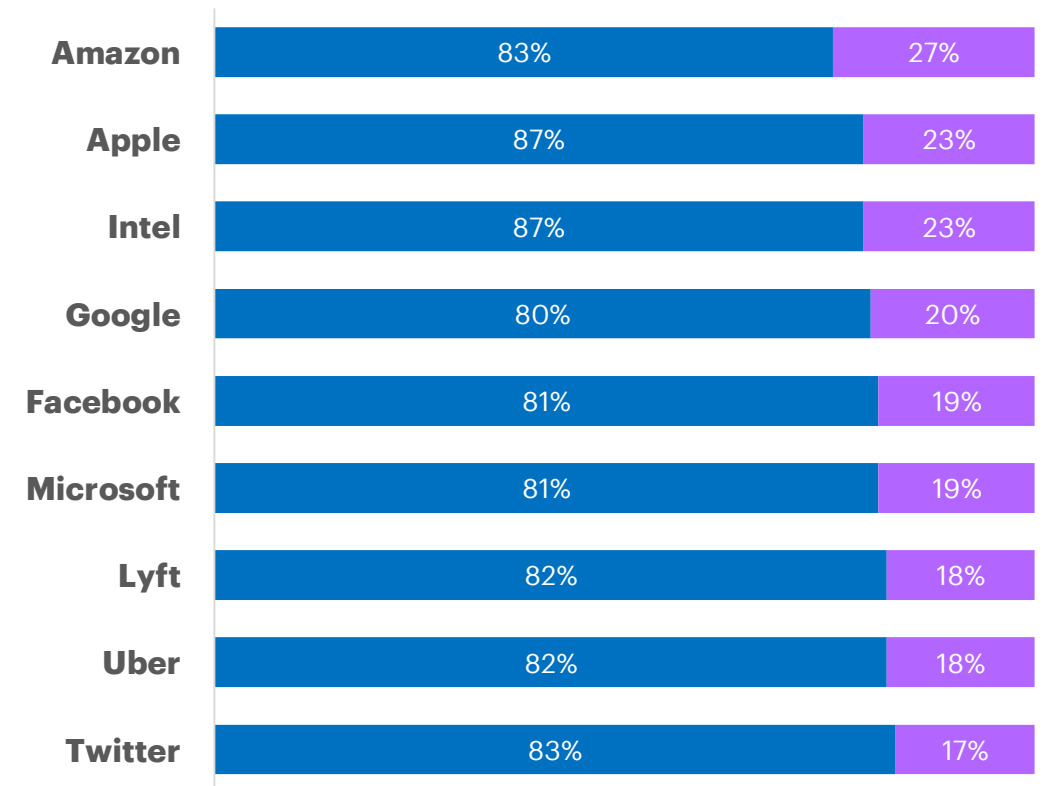
WOMEN ARE UNDERREPRESENTED IN KEY SECTORS OF THE INDUSTRY 4.0 REVOLUTION

% FEMALE POSITIONS by Sector – Spain

Todas las secciones	48%
Industria manufacturera	26%
Construcción	9%
Comercio	54%
Transporte y almacenamiento	21%
Hostelería	54%
Información y comunicaciones	32%
Act. financieras y de seguros	50%
Act. profesionales, científicas y técnicas	56%
Act. administrativas y servicios auxiliares	56%
Admón. pública y defensa. Seguridad Social	41%
Educación	67%
Act. sanitarias y serv. sociales	79%
Act. artísticas y de entretenimiento	43%

Source: CCOO, INE

% FEMALE POSITIONS of Major Tech Companies



Male Female

Source: Recode



**WHY
EQUALITY
IS SO
IMPORTANT?**

BEYOND THE MORAL DUTY THERE ARE SOLID BUSINESS REASONS

15%

more likely to have financial returns above their national Industry average in top companies for gender diversity

35%

better return on equity in companies with a higher gender diversity

75%

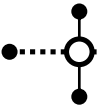
people for whom a diverse corporate culture is a key factor when it comes to choose a job



**Watch #Somos
Diversos video**

ACCENTURE HAS STUDIED THE RELATIONSHIP BETWEEN INNOVATION AND WORKPLACE CULTURE

2018



Identified **>200 FACTORS** that influence positively advancement in **WOMEN** professional career
Surveyed **22,000 WORKING PEOPLE**
Found **40 FACTORS THAT MATTER**, 14 strongly

2019



Surveyed **18,000 WORKERS**
Created an **INNOVATION MINDSET INDEX** using a questionnaire exploring **30 COMPONENTS** of the working environment that drives innovation
Measured the prevalence of the **40 FACTORS** identified in 2018 that drive women advancement creating a **WORKPLACE CULTURE INDEX**

In cultures where more of the 40 factors are present:

4x

More women in senior manager positions

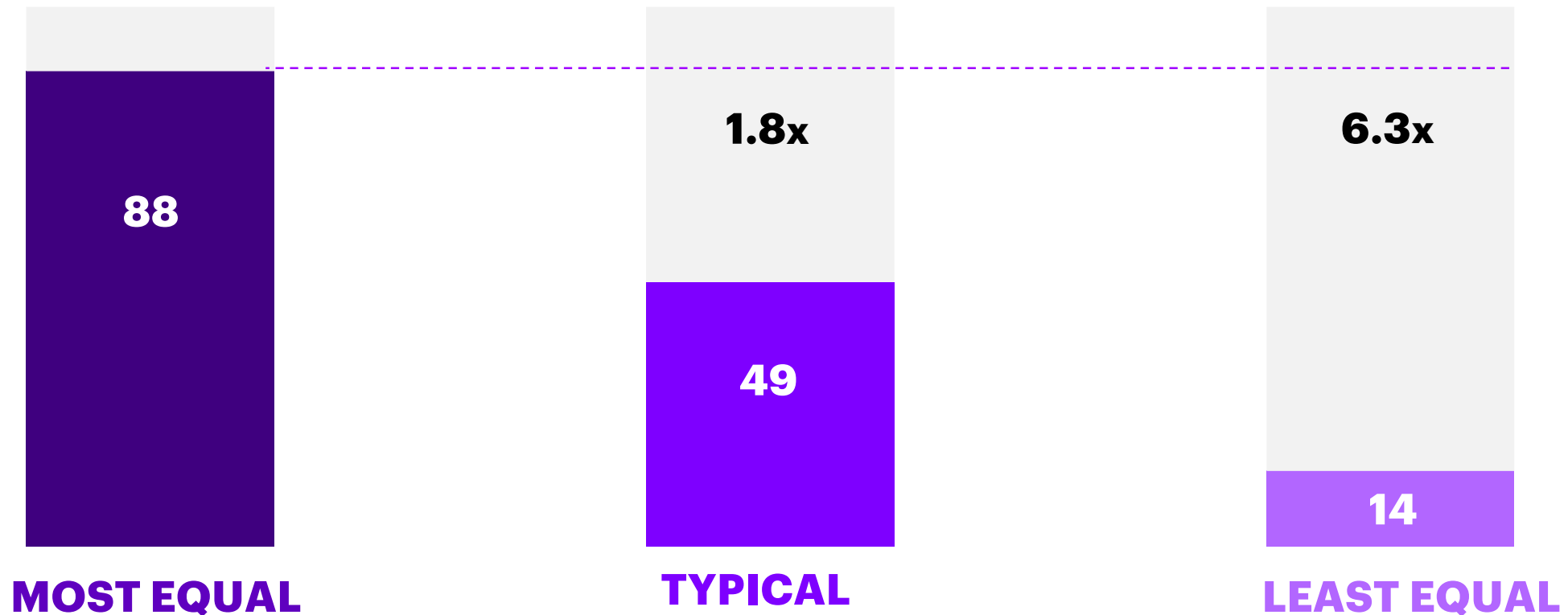
MORE EQUAL



STRONGER INNOVATION MINDSET

INNOVATION MINDSET CAN BE UP TO 6X HIGHER IN THE MOST EQUAL CULTURES

In workplace cultures in which the equality factors are most common, innovation mindset is **twice as high** as in typical environments and **six times higher** than in those in which the factors are least common



A ROADMAP TO UNLEASHING INNOVATION

Bold Leadership
+ Experimentation
+ Resources



Prioritize diversity and equality



Make leaders accountable



Set up to innovate



Encourage risk-taking

Comprehensive Action
+ Inspiration
+ Collaboration



Send a loud and broad signal



Rearrange teams



Use networks



Look outward

Empowering Environment
+ Purpose
+ Autonomy



Get clear on purpose



Fiercely promote flexible working



Train effectively



Let people be themselves



ACCENTURE COMMITMENT TO EQUALITY

ACCENTURE HAS BEEN RECOGNIZED AS TOP COMPANY FOR DIVERSITY & INCLUSION



#1 

Accenture recently named the top company on the Thomson Reuters D&I Index, which recognizes the 100 most diverse and inclusive companies in the world

The Index, established in 2016, is one of the most comprehensive measures of workplace inclusion and diversity practices

TARGETING A GENDER BALANCED WORKFORCE BY 2025

43% OF OUR **GLOBAL WORKFORCE**

40% OF THE EXTERNAL MEMBERS OF OUR
BOARD OF DIRECTORS

30% OF OUR **GLOBAL
MANAGEMENT COMMITTEE**

22% OF OUR **MDS**

50/50
GENDER BALANCE BY
2025

25%
WOMEN MANAGING
DIRECTORS BY
2020

MULTIPLE ACTIONS TO PROGRESS TOWARDS AN INCLUSIVE WORKPLACE

CREATED A DIVERSE BOARD OF DIRECTORS

4 women in Accenture's Board including its non-executive chair of the Board

COMMITTED TO TRANSPARENCY

First professional services company to voluntarily publish its comprehensive workforce demographics

CELEBRATED ACCENTURE'S 15TH INT. WOMEN'S DAY

Hosted approximately 250 events in nearly 50 countries

PUBLISHING GROUND BREAKING RESEARCHES

Published 2nd edition of Getting to Equal Research. Produced video series featuring conversations with Fortune 500 CEOs

SPONSORING SENIOR WOMEN TO P&L ROLES

80% of the women in our Global Executive Leadership Program have been promoted or have significantly expanded their areas of responsibility

HELPING TO DEVELOP IN DEMAND SKILLS

Our Women in Technology program, for example, helps high-performing women toward the position of Technical Architect

GETTING TO EQUAL





WOMEN IN POWER