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About accenture

Accenture is a **leading global professional services company providing a broad range of services and solutions in strategy, consulting, digital, technology and operations.**

We have significant experience across more than **40 industries,** working at the intersection of business and technology helping clients improve their performance and create sustainable value.

Currently **492,000** people globally, serving clients in more than **120 countries**. We embrace the power of change to create value and shared success for our clients, people, shareholders, partners and communities.

Our Services

Application Services	Artificial Intelligence	Automation	Business Process Outsourcing
Business Strategy	Change Management	Cloud	Customer Experience
Data & Analytics	Ecosystem Partners	Finance Consulting	Industry X
Infrastructure	Marketing	Mergers & Acquisitions (M&A)	Operating Models
Security	Supply Chain Management	Sustainability	Technology Consulting
Technology Innovation	Zero Based Budgeting (ZBB)		

https://www.accenture.com

Getting to equal, where we are now

We believe the future workforce is an equal one and set bold goals to accelerate gender equality. Today, more than 215,000 women work at Accenture. Additionally, 42% of our board of directors and 27% of our global management committee are women.

49%
of new hires are women

45%
of our global workforce are women.

43%
of revenue producing roles are held by women.

44%
of promotions are women

42%
of our board of directors are women

30%
of our executives are women.

27%
of our global management committee are women

25%
of managing directors are women

Our Research and What We're Doing

Labour Market / Recruitment

Accenture's Irish Research in Girls in STEM & Skills

- Girls in STEM (2017) https://www.accenture.com/t20170905t101544z__w__/ie-en/_acnmedia/pdf-60/accenture-girls-in-stem-research-report-2017-online.pdf

- What Now For Stem (2019)
  https://www.slideshare.net/slideshow/embed_code/key/eQZfpryly1iOh7?rel=0

- Learning to Lead (2020 Talent/Ireland focus)
  https://www.accenture.com/_acnmedia/PDF-117/Accenture-Ireland-Skills-Report.pdf

- Digital Divide: (2020 Ireland's divide in digital skills)
  https://www.accenture.com/ie-en/insights/local/digital-divide

- Talent For Tomorrow: (2021 Talent/Skills overview in Ireland post pandemic) https://www.accenture.com/ie-en/insights/local/talent-for-tomorrow

2017 Girls in STEM Research

Influences and Barriers that still exist:

1. **PARENTS** and family are most likely to influence subject choices at school but are lacking information about STEM career paths
2. **ASSOCIATIONS & PERCEPTIONS**: Girls are more likely to be influenced by social aspects. Boys are more likely to be influenced by money
3. **LANGUAGE MATTERS** Associations of a career in Science & Technology influenced by labels/descriptions
4. **ROLE MODELS** Science & Technology lacks high-profile female role models
5. **INFORMATION BREAKDOWN** 31% of parents and 37% of teachers say there is inadequate information about STEM subjects and resulting careers. A disconnection between industry skills needs and girls' choices for Leaving Certificate subjects
6. **STEREOTYPES** Girls and Women – STEM subjects match 'male' careers. Improvement in this area, but stereotypes still exist

Recommendations:

1. **Early Intervention:** Start STEM schooling earlier
2. **Parental Ownership:** Reframing thinking and attitudes to STEM
3. **Collaboration:** Industry, Government & Education working together
4. **Girls Allowed:** Change the language of STEM Careers

2019 What Now for STEM Research

Our three earlier 'Girls in STEM' Irish reports have explored challenged in persuading girls to participate in STEM subjects and ultimately STEM careers, how in our 'WHAT NOW FOR STEM' we find that the problem is not confined to Gender

Some of our findings:

- Teachers and students agree high dropout levels in STEM subjects are because subjects are too hard with most likely to drop Higher Level Maths.
- 86% Teachers agree that students would study STEM subjects if they knew about future careers.
- 69% Students believe subjects chosen have a big impact on their final career.
- 54% Students don't think they are being taught the right subjects to succeed in the workplace.
- 1 in 4 parents are more informed about STEM career opportunities, increase since 2015 (1 in 7).
- Nearly 90% of students believe work experience helps understand career opportunities in STEM, increase since 2017 (58%).
- Traditional careers still remain the most popular choice among students
- Gender Imbalance continues – 85% of females are very inspired by role models
- 80% Girls already have an idea of what college course they want to take

Recommendations

- Inspire students through **awareness** of leading-edge STEM jobs in Ireland.
- Empower teachers through **STEM training and practical experience.**
- Formalise **STEM work experience in Transition Year**.
- Focus on **collaboration skills and diverse thinking**
- **Focus more on primary and pre-school** where STEM disengagement takes hold.
- Catch/address gender imbalance earlier because STEM disengagement is embedded among girls by secondary school.
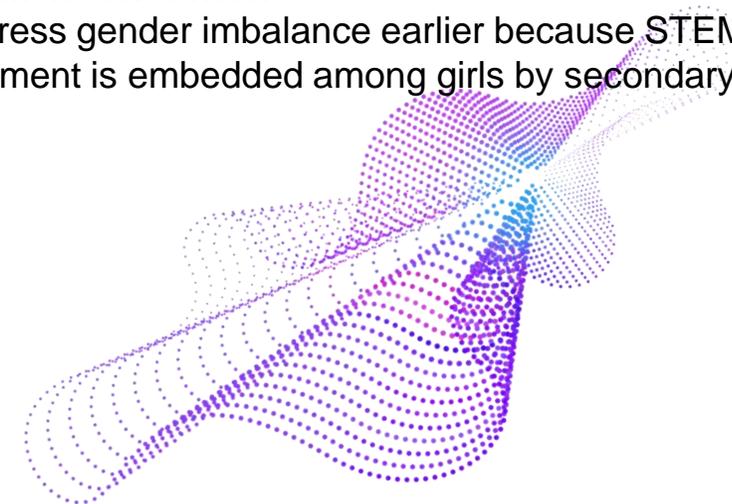
What we've been doing in Accenture

1. **Supporting STEM activities**. Future of STEM network which actively participates in STEM initiatives:
   a) Girls in STEM: Promotion of our STEM & Inclusion initiatives – changing the language and perception; promotion of our research
   b) Collaboration & participation: CWIT, 30% Club, STEM Passport (MU), iWish, TeenTurn, Girls Who Code (GWC), Digital Futures, Transition Year Work placements
   c) STEM Teacher Internship (3 month) in conjunction with DCU, provide teachers with first-hand industry experience of STEM careers in industry

2. **Graduate recruitment** - targets for female candidates and promotion of our women in technology by showcasing our new and existing employees on campus

3. **ReSume** - The **ReSUME Returners Programme** is a 4-month competitively paid work placement to empower professionals, who have taken a career break of two years or more. Accenture Ireland's Returners Programme is designed to coach and support participants to refresh their existing talents, learn new skills and strengthen their confidence.
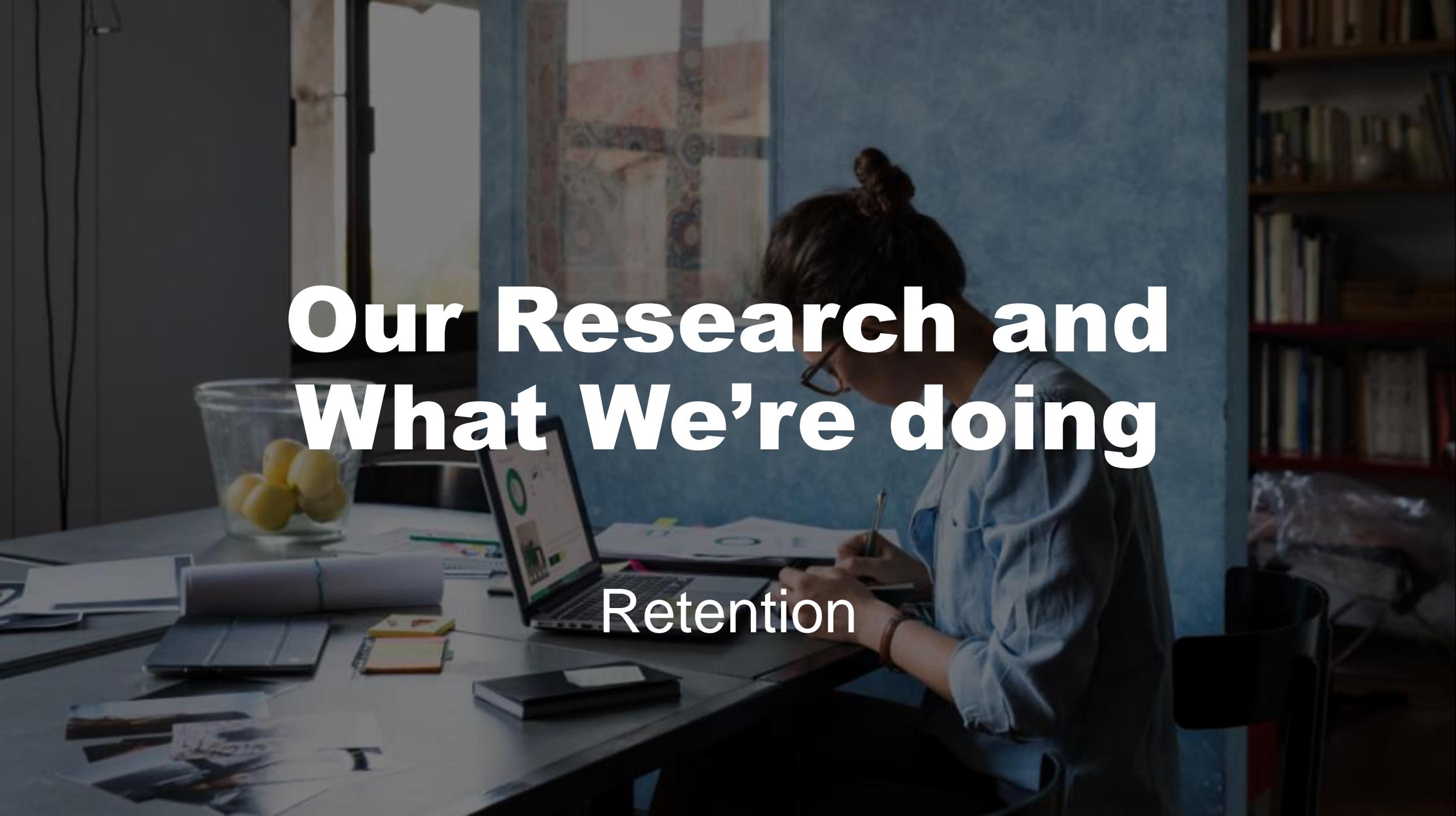
Our Research and What We're doing

Retention

Our Research & Thought Leadership on Gender Equality

Resetting tech culture

Inclusive culture is key to retaining women in tech roles. Our research reveals 5 strategies to keep women in tech.

The hidden value of culture makers

2020 Getting to Equal research discusses workplace culture perception gaps and leaders who drive change.

Equality drives innovation

2019 Getting to Equal research discusses how a culture of equality is a multiplier of innovation and growth.

When she rises, we all rise

2018 Getting to Equal research identifies 40 factors that help drive equality

Cracking the gender code

3 key actions to increase the number of women in computing.

Tech needs a reset to keep women in the field

Women are walking away from tech roles in record numbers. See the reasons why and how we can change that.

Resetting Tech Culture

Current landscape for women who want to pursue a career in technology.

College
Only 25% of tech graduates are women, with a drop rate of 37% for tech classes vs. 30% for other programs.

Workplace
50% of women who take a tech role drop it before the age of 35, compared to approximately 20% in other types of jobs.

Leadership
Women are 2.5x more likely to drop tech roles than other roles before 30. Women represent only 18% of CIO/CTOs.

What makes a college or work culture "inclusive"?

The cultural factors that help women thrive in the tech workplace

Bold leadership
A diverse leadership team that provides role models and publishes targets

Comprehensive action
Policies and practices designed to level the playing field

Empowering environment

Respect:
Employees are treated like humans; diversity and individuality actively encouraged

Autonomy:
Employees are given flexibility and control over how, when and where they work

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Let both parents parent
Make sure women and men are encouraged to take leave, and be sure they see senior leaders doing the same thing.

Make senior role models a metric
Companies should set targets/goals for diversity in the leadership team. Moreover, these should be published publicly to hold leaders accountable.

Send women-specific reinforcements
Providing women with targeted workplace support such as mentors, sponsors and employee resource networks helps compensate for an uneven playing field.

Encode creativity & innovation
Environments in which employees are rewarded for creativity and innovation (which we define as creating new markets, experiences, products, services, content or processes) would appeal to many women.

Meet on their terms
Opportunities to network with colleagues and senior leaders should be scheduled at more inclusive times. For example, planning events during working hours ensures that employees with after-work commitments can attend.

5 Initiatives to support women in tech thrive in a company

What we've been doing in Accenture

1. **Culture**: Importance of I&D; Reinforcing the importance of bringing your true self to work – therefore negating idea that to progress Women should behave like men;
   - Truly Human - importance of the individual and how to take care of your whole self – this is encouraged
2. **Policies**: Flexible working, parental leave, LoA
   - Informal Parenting support – Family & Carers network, Parenting buddies
3. **Meritocratic Performance** – Performance Achievement (strengths based) rather than Performance Management
4. **Role Models:** Accenture's CEO is a woman; High proportion (42% in Ireland) of Managing Directors are women;
5. **Mentorship**; 'Women in Technology' program, which helps fast-track the careers of high-performing women
6. **Compulsory Training**: Unconscious Bias, Ethics and compliance, TQ - Technology quotient

Active Inclusion & Diversity in Accenture

https://www.accenture.com/ie-en/about/inclusion-diversity/women-on-walls

Networks of Inclusion & Diversity (Accenture Ireland)

ACCENT ON GENDER
GENDER EQUALITY
Public commitment 50:50 by 2025

ACCENT ON FAMILY
FAMILY/ PARENTING
Ireland provides men with 4 weeks fully paid paternity leave

LGBT
LGBT PRIDE
Ireland has one of the highest proportion of Allies worldwide

ACCENT ON ENABLEMENT
ENABLEMENT
Awareness, understanding Reasonable accommodations

DIVERSITY OF POPULATION
ETHNICITY
Cultural diversity Training & tools to foster more effective interactions across cultures

Summary

- Accenture has identified through research and our own experience some key actions to achieve 50/50 gender balance within our organisation by 2025 (we are 5% away currently)

- We recognise the importance of industry support to promote more girls and young women to make choices in STEM subjects and courses – to improve the current gender gap in the labour market

- A diverse, inclusive culture with key initiatives will not only improve gender balance but also innovation and growth for companies

Bold leadership
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