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Equal Pay Day 2016: It's Time for Pay Equality

Video Transcript

Speakers:

Ellyn Shook, Chief Leadership & Human Resources Officer, Accenture

Marge Magner, Founding member and Partner, Brysam Global Partners and Lead Director of Accenture Board of Directors

Ellyn Shook: We wanna be very transparent about what gender equality means here at Accenture, and what we believe it means in the world beyond.

And gender equality extends to gender pay equality. You can't have gender equality and not extend that to pay. So that's really an important concept for us here at Accenture.

Gender equality is good for business, so why do you think the global pay gap is so difficult to dent?

Marjorie Magner: One, because getting data of this nature into the process of the way people think who are making these decisions is not so easy.

It's a time-honored tradition that women should be paid less. This is the way it has been, this is the way it started. The good news is that actually at entry levels now, it's only 90%. The number used to be a big gap, probably closer to 50% difference all the way, at every level and so forth.

Ellyn Shook: So, you've seen some progress.

Marjorie Magner: There's actually great progress, there's a lot of progress. What it takes is action, will, you have to make something change, and you have to make it change literally at every single transaction, if you will, when you have the capability to do it. It won't happen by itself.

Ellyn Shook: We do feel strongly, we feel strongly about gender equality and gender pay equality at Accenture, and that starts at the top. It starts with our board members, and it starts with Pierre. But feeling strongly about something is really nice, but it's not good enough.

It's about doing something. So Marge challenged us in her role as chair of the Comp Committee to really look at pay of women versus men in our countries around the world at the role level, and performance, and progression.

And so now we have this great end to end kind of approach that we take that's ongoing, that allows us to look at pay at a very granular level, and we report back to the Comp Committee on our findings and on our results each time we do this.

Marjorie Magner: I think we've now got a process in place that you periodically you go in, and you do the analysis and look at it. Because the intent is to be able to say you should get paid for the job you do and the value of the job.

So at that factual level, we've, I think come a long way.