

A large, stylized orange chevron graphic pointing to the right, positioned behind the text "High performance. Delivered.".

High performance. Delivered.

# Infographic Video Script: International Women's Day 2013

**Speaker: Nellie Borrero,**  
Managing Director,  
Global Inclusion &  
Diversity Accenture

Hello. At this year's International Women's Day celebration, we are exploring 'Defining success...Your way.' We'll look at what success really means to our women at Accenture.

And we'll look at women in the global workforce—their changing roles, their growth opportunities and their success.

Just as opportunities, goals and priorities are changing... so is the definition of success.

Our 2013 research examines how women around the world define success in their careers and in life...today. So let's take a closer look.

**Voiceover:** So what's happening in the workforce these days? For starters, more women are working. Worldwide, 51% of women participate in the workforce. 77% of men do.

But it hasn't always been this way...

Back in 1970, less than half of working women were employed by Fortune 500 companies—compared to almost 90% of working men. But by 2010, 63% of working women were at Fortune 500 companies. That's a 15% increase!

And more women are getting an education too. The number of women attending college has grown almost twice as fast as the number of men. In fact, women now earn 56% of master's degrees around the world.

All that studying has really paid off..

In 1980, women were earning 40% less than their male counterparts. But by 2010, the gap has narrowed to 20%.

Check out the view from the top:

Just over 8% of top earners in today's Fortune 500 companies are women. In 1995, that figure was only one percent.

So how do today's working women define success? To find out, we asked working professionals in 33 countries.

Here's what we learned:

More than two-thirds of women surveyed say they can "have it all."

But what does having it all mean? On the job, 30% of women surveyed said work-life balance was more important than money, independence, and recognition.

At home, women put family and happiness first. 27% said having a family is most important while 25% said happiness. And what do women need to achieve that crucial work-life balance?

80% want a flexible schedule... but 90% feel spending time with family and friends is equally important.

More than 90,000 women work for Accenture - that's nearly 36% of our global workforce!

We have a range of initiatives—from employee resource groups to customized training—that help us support and advance our women ...

Currently, women hold 17% of senior leadership positions at Accenture - an all-time high!

And, of course, International Women's Day is an incredibly important day...Last year more than 12,000 Accenture employees participated in International Women's Day activities.

Wow, so many opportunities! Nellie, what do you think?

**Nellie Borrero, Managing Director, Global Inclusion & Diversity**

**Accenture:** We believe that the success of our women is key to the unique way we do things at Accenture.

And we're committed to helping our women define and pursue their professional goals and aspirations... through training.... mentoring... networking... and many other opportunities to connect with and learn from inspiring women...such as today's International Women's Day celebration.

So make time. Explore the many resources available to you. Participate. Network. And define success...your way. That's the Accenture Way! Thank you and enjoy your day