

Why culture matters to women in tech

Dominic King
Accenture Research

Women in Asset Servicing: Women in Technology



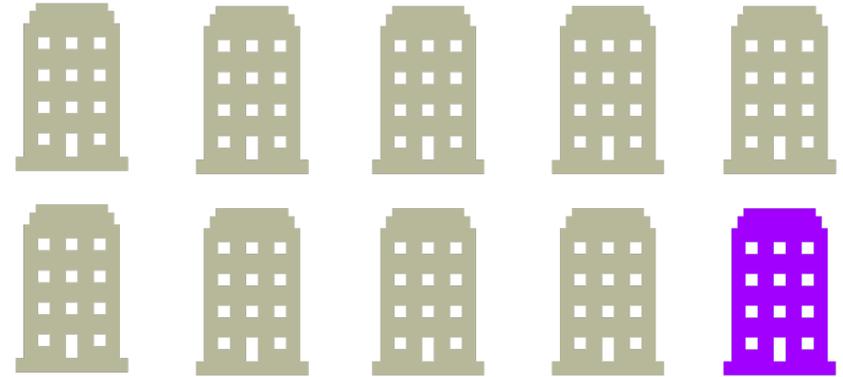
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WE'RE SENDING OUR
DAUGHTERS INTO A
WORKPLACE DESIGNED
FOR
OUR **DADS**.

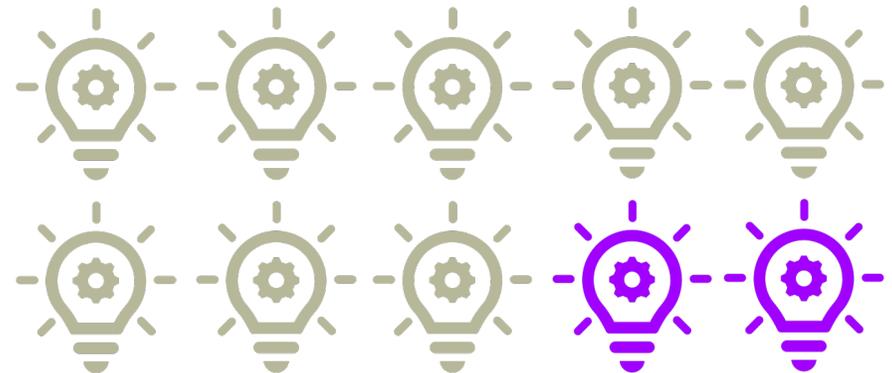
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Melinda Gates, 2017

9-in-10 companies founded only by men
(since 1900)



Just 2-in-10 start-ups have at least woman founder (2019)



Consequently women are less likely to be progressing...

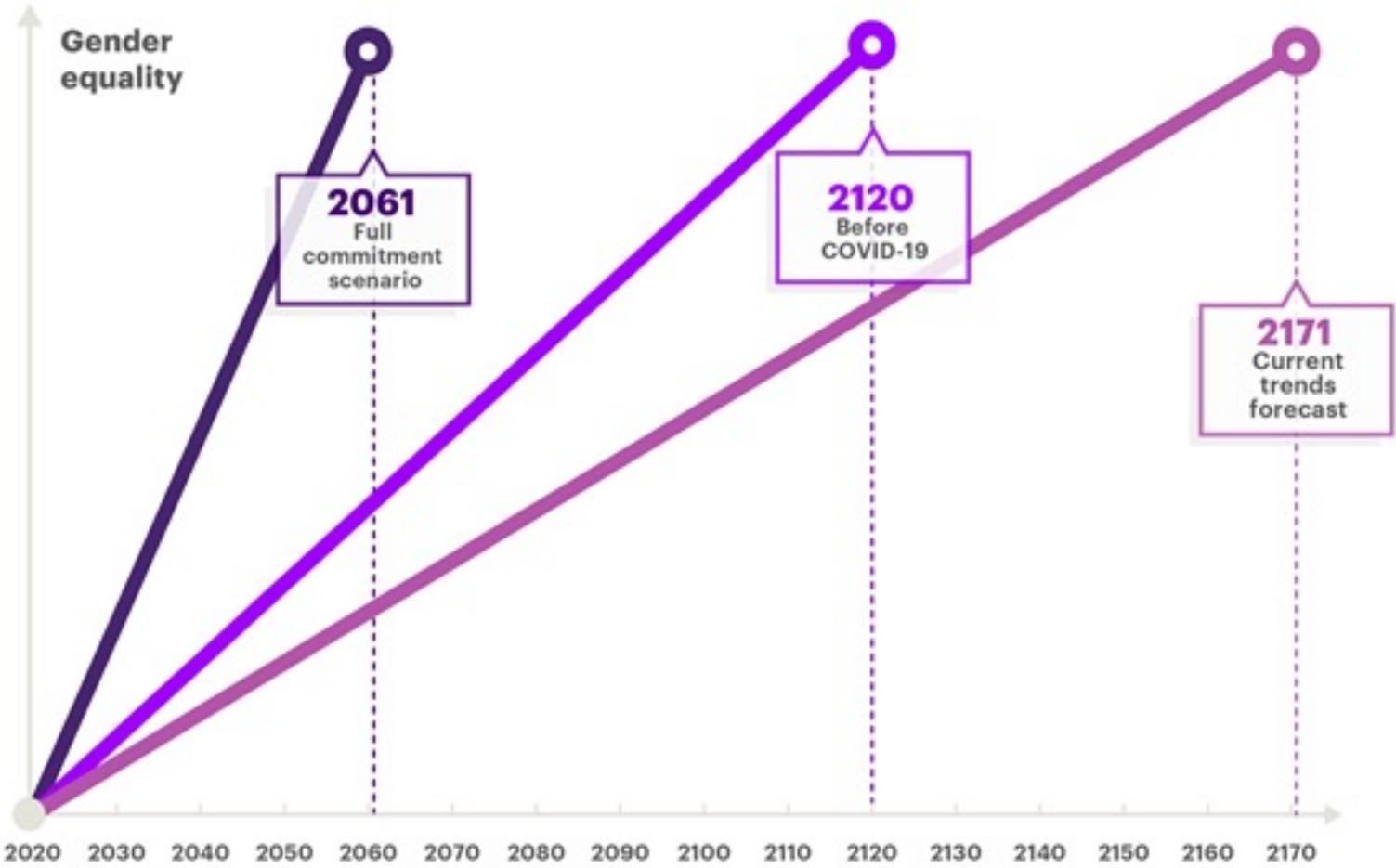
18% less likely to reach Manager level vs men

100:56 male vs female manager ratio

2090 year gender pay gap will close



The timeline to gender equality: Before COVID-19, current trends forecast and G20 commitment scenarios.



Source: Accenture Research; World Economic Forum.

Our analysis for the W20 shows that Covid-19 has added up to **51 years** to the timeline to gender equality...

The pandemic has widened **economic** gender gaps...



10.1%



16.5%

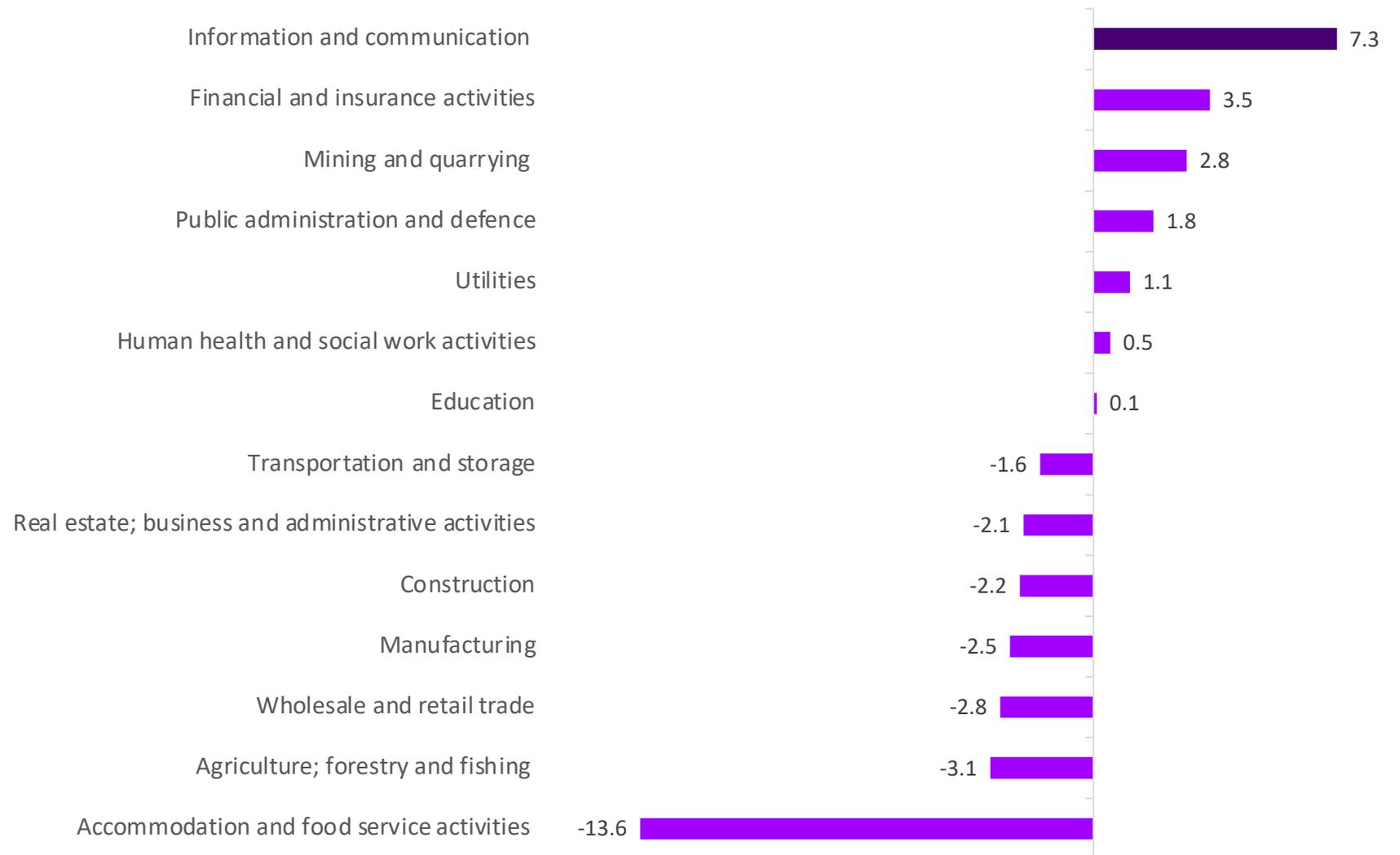
Average
decline in
earnings

2.8%

Redundancy
rate

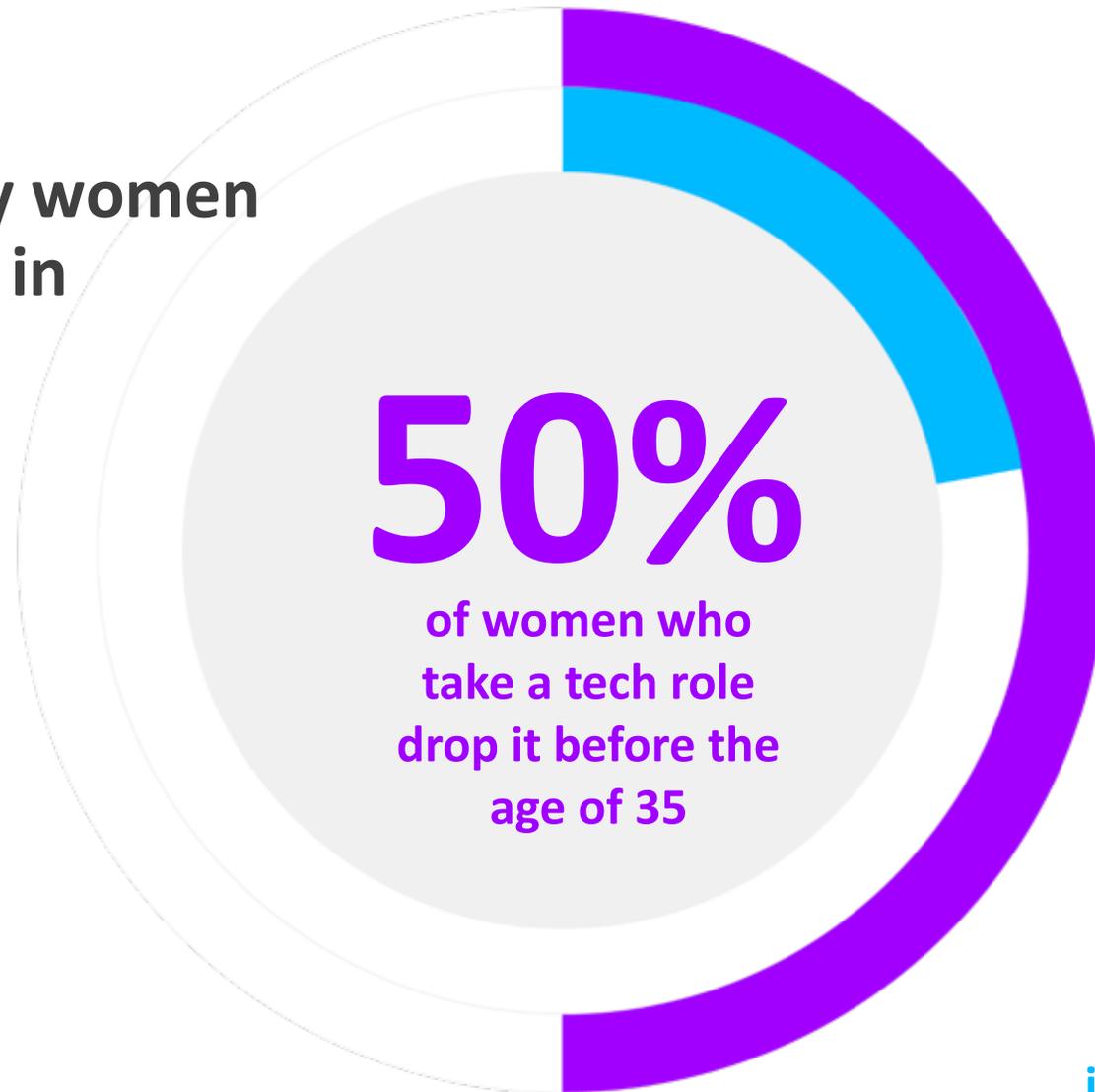
5.0%

But employment in the **tech sector** has held up well...



Employment growth rates Q3-2020 (% year-on-year, global)

Unfortunately, many women find it hard to **thrive** in tech...



vs
20%
in other types of jobs

Our study with Girls Who Code identified **workplace culture** as the **#1 barrier** women face in tech...



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

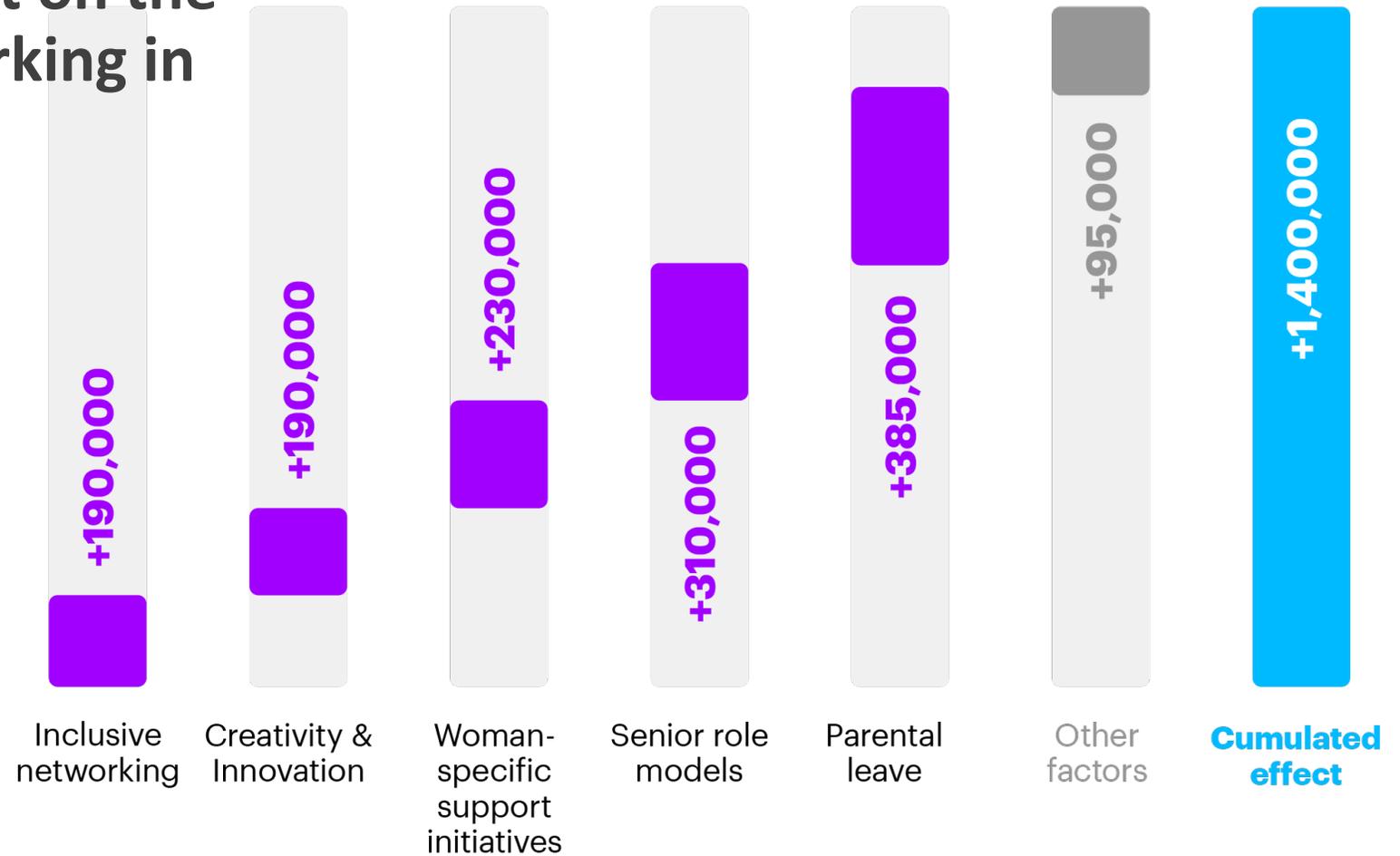
Respect: Employees are treated like humans; diversity and individuality actively encouraged

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

Women are more likely to thrive in **more inclusive** tech cultures...

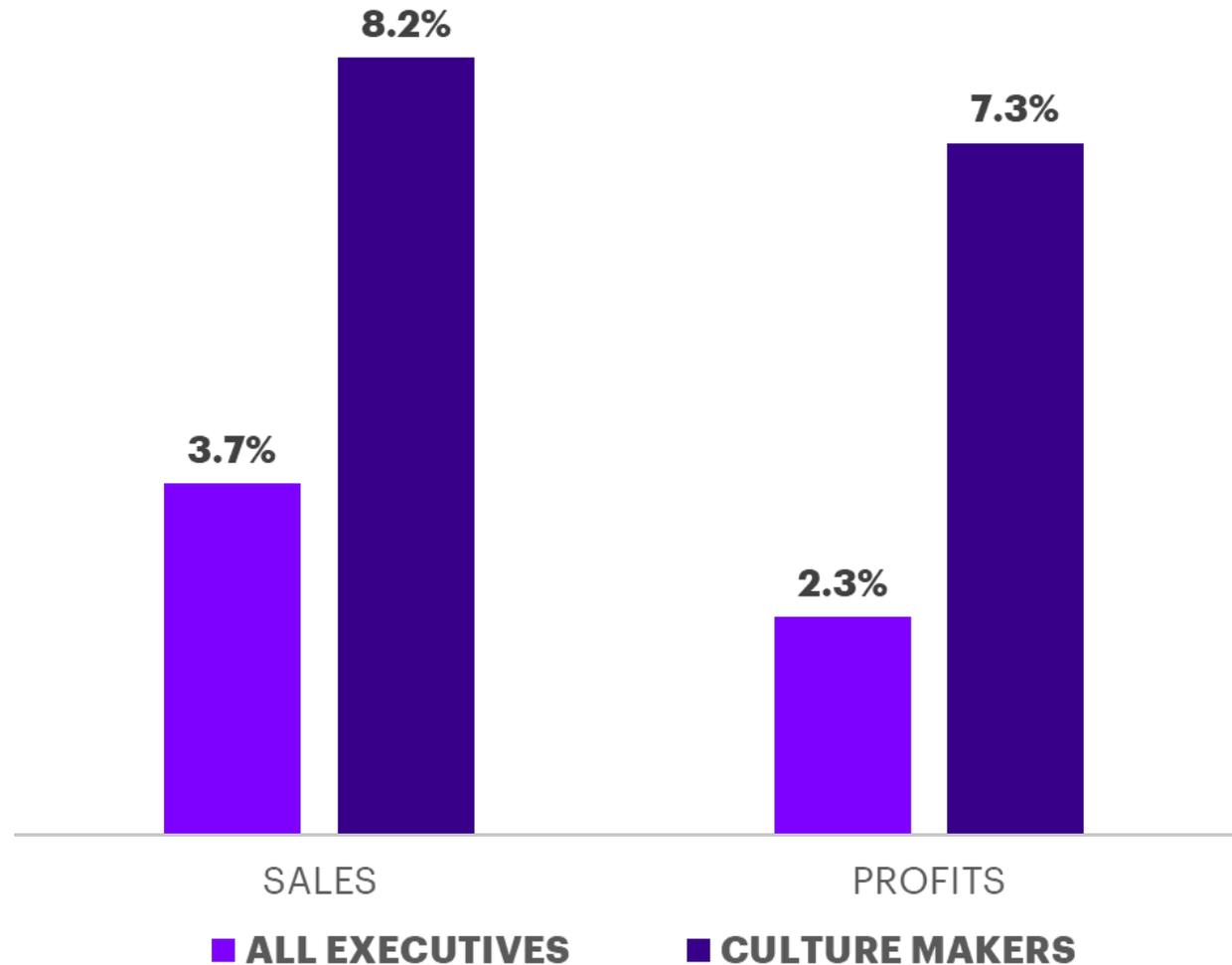
	In more inclusive workplace cultures	In less inclusive workplace cultures
Love their job	85%	28%
Been promoted	66%	42%
Likelihood of advancing to manager	45%	28%
Colleagues assume they are more junior than male peers	33%	63%
Made to feel that the job is not for 'people like them'	16%	50%

Getting **culture right** could have a dramatic impact on the number of women working in tech...



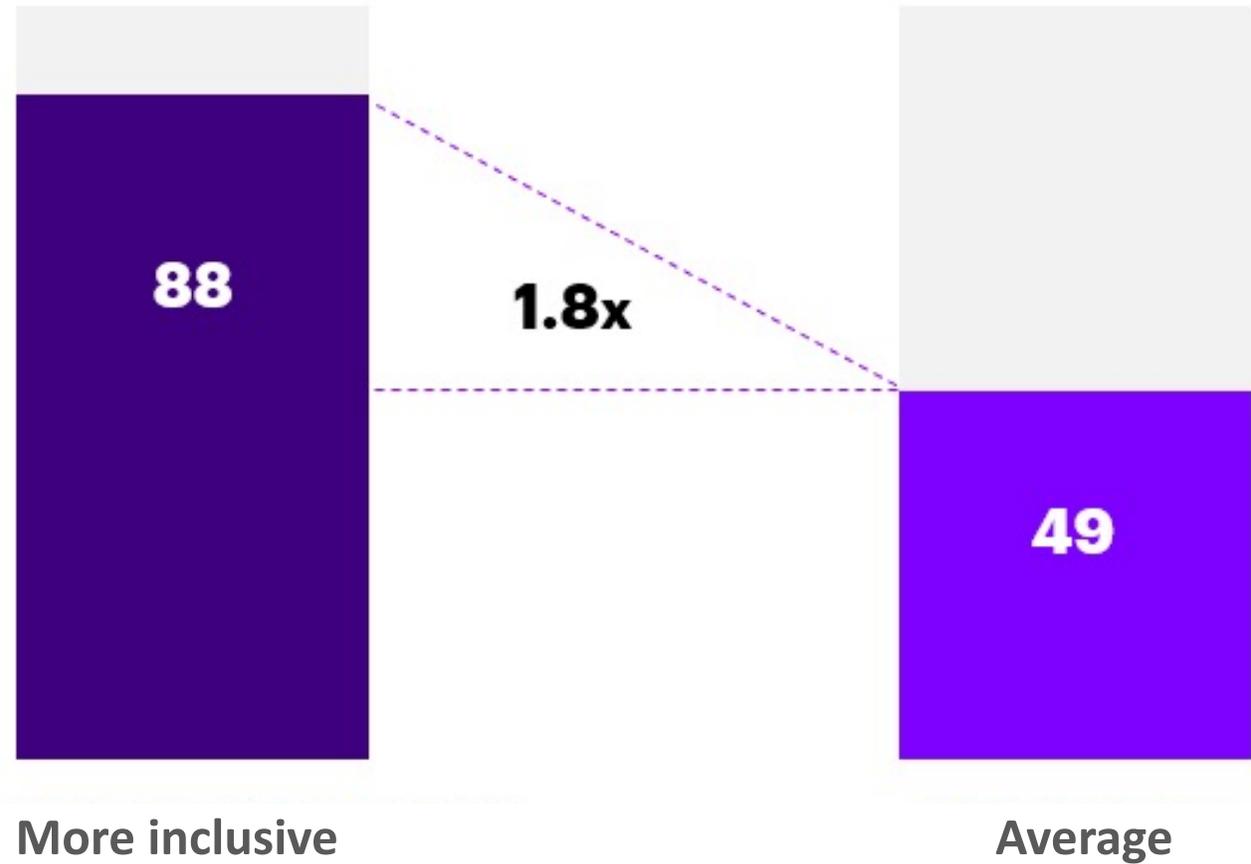
Additional women retained in tech by 2030 (US)

There are **commercial benefits** too given employees are more loyal, aspirational, engaged in more inclusive cultures...



Average sales and EBITDA growth (past 3 years) for organization led by Culture Makers vs others

Employees are also more **innovative** in more inclusive cultures...



Average innovative potential score (from 0-100) of those in top 10% most inclusive cultures vs all employees.

Questions

