

WORKING PARENTS

We are committed to providing attractive career opportunities and flexibility for our employees throughout all stages of their lives. We support working parents — both new and existing by offering a variety of programs and benefits.

Parental Leave

Accenture offers up to sixteen weeks of paid maternity leave for birth mothers in the United States, as well as up to eight weeks of paid time off for other primary caregivers and two weeks of paid time off for secondary caregivers, including adoptive parents and parents using a surrogate.

Adoption and Surrogacy Benefits

Accenture offers financial assistance for medical, agency and legal fees associated with adoption and surrogacy, as well as paid parental leave.

Breast Milk Shipments

Accenture provides an opportunity to ship breast milk when traveling on business. Also, the Accenture Medical Plan provides hospital grade breast pumps for new parents in the U.S. breast milk when traveling on business. Also, the Accenture Medical Plan provides hospital grade breast pumps for new parents in the U.S.

Back Up Dependent Care Program

This program offers employees a safety net for those days when regular care arrangements fall through. Accenture offers 80 hours per year.

In addition to our Back Up Dependent Care Program, Accenture offers 40 more hours of Back Up Dependent Care within the first year of a child's birth or adoption.

Work Locally

We offer primary caregivers, both women and men, the opportunity to work locally and limit travel for one year following their return from the birth or adoption of a child.

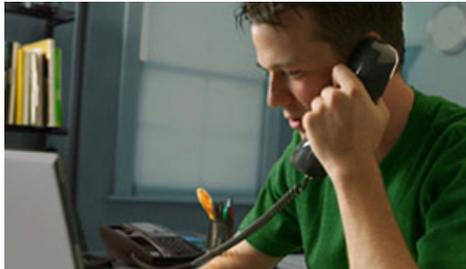
Online Educational Resources

Care Direct Partner: Provides parents with an online search tool for ongoing child care as well as prioritized enrollment in childcare centers.

Special Needs: Accenture offers U.S. employees a personalized portal and one-on-one support for childhood issues, such as ADHD and learning and developmental disabilities.

CAREERS

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At Accenture, we offer a range of flexible work arrangements to help our people achieve work/life balance, while meeting the demands of our business. Our fly-back program, smart work initiative and client-site flexible work arrangements help address the challenges that come with the professional travel experienced by many of our consulting employees. We also provide innovative communication and collaboration tools to help increase productivity, efficiency and flexibility.

Here are some of the various flexible work arrangements we offer at Accenture:

Flex time schedule: Allows employees to vary their start and finish times around predetermined core hours, or work their standard hours in fewer than five days by varying the length of each workday.

Part-time arrangement: Enables employees to work less than a standard full-time schedule per week, by working fewer hours per day or fewer days per week. Usually the role is designed around a reduced workload so that job responsibilities match the number of hours worked.

Job-sharing arrangement: Involves dividing the workload of a full-time position between two employees (usually each working a part-time schedule). It's a great way for our people to keep on the career track while allowing them more time outside of work.

Telecommuting/home working: Enables employees to work from a location other than an Accenture office or project site. This can reduce the time, costs and stress of commuting for employees while helping Accenture control and often reduce the cost of fixed office space.

Fly-backs: Help support work/life balance for employees with significant travel, often the case for consulting professionals. We offer them fly-backs to their home location, the option to fly someone to their project site, and the option to fly to an alternate location in place of a trip home.

Client-site flexible work arrangements: Help our consulting professionals, who spend much of their time working at client sites away from their home location, balance work and personal life. These flexible working options help meet their needs, while still meeting the needs of our clients:

- *Full weekend at home:* Arrive at the project midday on Monday and stop client work early Friday afternoon, thereby providing for a full weekend at home. Work the same number of hours as a full work week, but compress the completion into a shorter time frame.
- *Extended weekends in home location:* Work a five-day work week: four days at the project site and the fifth day in the home office or approved alternate location, with either three or four nights at the out-of-town location.
- *Extended client/home location:* Work an extended period of time at a client site followed by an extended number of days at the home office or approved alternate location, without altering the standard work week requirement and just changing time of hours worked.