

GROUNDBREAKING RANKING OF TOP US COMPANIES ON GENDER EQUALITY

**Citigroup, General Motors, Bank of America and
Johnson & Johnson gain top scores**

**Equileap assessed companies in the S&P 100 Index
on 21 criteria including access to healthcare**

- **General Motors is the only leading US company with no gender pay gap.**
- **No company achieves gender balance at all levels - board, executive, management, workforce.**
- **A vast majority (71%) of US companies now have an anti-sexual harassment policy in place.**

New York & San Francisco, 19th February 2019 / Equileap, the organisation seeking to accelerate gender equality in the workplace, has ranked the largest companies in the United States in terms of their commitment to gender equality. The special report, [Gender Equality in the U.S.: Assessing 100 leading companies on workplace equality including healthcare benefits](#), is a world first in terms of measuring companies based on 21 criteria, including employee access to comprehensive healthcare.

Diana van Maasdijk, CEO at Equileap, explained: “The US is the only developed country in the world not to guarantee women paid maternity leave nor universal healthcare. Therefore employees are highly reliant on companies offering them a healthcare plan. Ensuring both female and male employees have access to healthcare, including family planning and reproductive health, is an important part of achieving gender equality in the workplace.”

Ruth Shaber, President at Tara Health Foundation who commissioned this research, added: “During the past decade, I have seen both individuals and foundations increasingly looking for tools to align their investments with what they stand for. For the first time, this in-depth research brings transparency on which US companies rank best on gender equality including healthcare, providing the basis for future gender-lens investment products. Investors have an important role to play to reach gender equality, whether it’s by choosing dedicated funds or by proxy voting as a shareholder of a company.”

The 21 criteria encompass gender balance across all levels of the company, parental leave, equal pay, policies as well as access to healthcare including family planning and maternal health.

EQUILEAP TOP 10 RANKING ON GENDER EQUALITY INCLUDING HEALTHCARE PLANS

1. Citigroup
2. General Motors
3. Bank of America
4. Johnson & Johnson
5. JPMorgan Chase
6. Merck
7. Chevron
8. Visa
9. Walmart
10. Nvidia

Gender balance

- **Abbott Laboratories ranks best in this category, with gender balance in the executive, senior management and the workforce levels. There is almost a balance at the board level, with 38.5% female members.**
- **Our research shows that companies are making progress in having a gender-balanced workforce but have a lot to do in terms of bringing gender balance to senior levels of the company.**
- **Only four companies have a gender balanced board: General Motors, Starbucks, Wells Fargo and ConocoPhillips.**

Parental leave

- 22% of companies meet the international standard of 14 weeks paid leave for primary carers.
- 47% meet the standard of two weeks paid leave for secondary carers.
- Four of the six companies that give the highest levels of paid parental leave (20 weeks and over for primary carers) are in the Technology sector: Nvidia, IBM, Intel, and Microsoft.

Equal pay & Gender pay parity

- You can't change what you can't measure: only one company in the S&P 100 published information related to its gender pay gap or gender pay parity.
- General Motors scores full marks for having no overall gender pay gap (less than 3%) and for providing equal pay for equal work at all levels within the company.
- 19 companies publish a strategy to close their gender pay gap.

Policies promoting gender equality

- The #Metoo effect: 71% of companies have an anti-sexual harassment policy in place, the highest levels of such a policy recorded in any Equileap research.
- 81% of the companies have a supplier diversity program that supports women-owned businesses, compared to 23% for the global benchmark.

Healthcare plan coverage including maternity

- Only three companies published information that showed they offer coverage to part-time workers working fewer than 20 hours a week: Johnson and Johnson, Wells Fargo and UPS.
- 66% of companies provide evidence showing that they have an option to extend healthcare plans to immediate family members.
- All companies in the US are offering contraception to women, according to the affordable care act. Only one company specifically mentions that it provides free contraception and contraceptive counselling to men: Honeywell.
- 12 companies mention the provision of abortion in their health plans, but only eight of those specifically mention covering 'elective' abortions.

Alarm Bells

Equileap tracks cases of gender based violence in the workplace and discrimination in marketing. Two companies triggered alarm bells in this research:

- Ford reached a settlement of USD 10 million for sexual and racial harassment at two Chicago plants in August 2017.
- Twenty-First Century Fox has reached two settlements in the last two years: a sexual harassment case which was settled for USD 90 million in November 2017, and several cases of gender and race discrimination involving 18 former and current employees which were settled for USD 10 million in May 2018.

Methodology

Unlike any other equality research, Equileap uses the world's first in-depth cross-sector ranking system to assess and monitor thousands of companies across the globe. For this special report [Gender Equality in the U.S.](#), Equileap used its proprietary Gender Equality Scorecard of 19 criteria (including gender balance at all levels of a company, career development, work-life balance, equal pay, family leave and health and safety) in addition to two healthcare-related factors, to rank the companies within the S&P 100 Index. All data collected is based on information that the companies themselves make publicly available, except for healthcare plan-related questions, where internal information was also accepted as it is often subject to confidentiality. A more detailed methodology can be found in the report.

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NOTE TO EDITORS

About Equileap

Equileap is an organisation aiming to accelerate progress towards gender equality in the workplace, using the power of investments, grants and knowledge. Headquartered in Amsterdam and London, the organisation is a registered charity and all profits are used to support women through social impact projects that tackle the root causes of gender inequality. Equileap is the leading organisation providing data and insights on gender equality in the corporate sector. Products & services are tailored for companies, governments and investors. To date, USD 620 million has been invested in financial products powered by Equileap data.

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