

Fewer female Chairs of the board (21) than male Chairs called John (23) in the S&P 500 companies

S&P 500 index companies researched for the first time on Gender Equality using Equileap’s comprehensive scorecard including access to healthcare
General Motors ranks first, followed by Nielsen and Kellogg’s

- Only 8% of all Chair, CEO and CFO positions at S&P 500 companies are occupied by women
- 91% of companies do not publish their gender pay gap
- 213 of the S&P 500 companies offer two weeks or more of paid maternity carer leave
- 99% of the companies have policies on gender non-discrimination in recruitment
- BlackRock made the most notable improvement, reaching the 21st rank and a score of 60%

New York, 8 December 2020 / Equileap, the leading provider for gender equality data & insights globally, has published the first-of-its-kind research of all companies in the S&P 500 index on gender equality: [Gender Equality in the U.S.: Workplace Equality and Healthcare Benefits](#). This special report looks at how the S&P 500 companies are doing in terms of gender equality, presents the top 25 companies leading the way and dedicates an entire section to an analysis of companies’ health plans, digging into the details of what the plans cover. It was commissioned by the Tara Health Foundation, founded by Dr. Ruth Shaber to support innovative solutions that improve the health and well-being of women and girls.

Diana van Maasdijk, CEO at Equileap: ‘A minority of S&P 500 companies have a female CEO (6%). That’s representative of the road that still lies ahead of us to achieve gender equality in the workplace in the United States. Considering how U.S. based companies addressed sexual harassment and discrimination following recent social movements - 69% and 99% of companies now have a dedicated policy, we are convinced they are capable of significantly improving gender equality within their teams, from the board to the supply chain.’

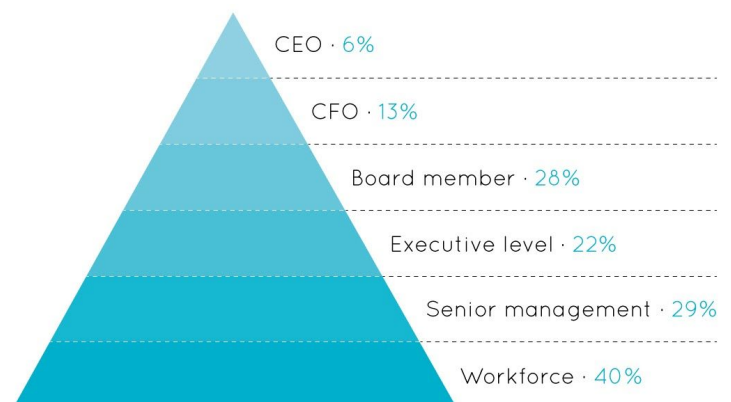
Report Key Findings

The S&P 500 companies have an average gender equality score of 39%. Although this 2020 average score represents a 5% improvement compared to their 2019 score (34%), it is lower than the 2020 score of 255 leading European companies (43%).

Top 5 companies (top 25 available in the [report](#))

RANK	COMPANY	SCORE
1	GENERAL MOTORS	71%
2	NIELSEN HOLDINGS	70%
3	KELLOGG’S	66%
4	ACCENTURE	66%
5	VERIZON	64%

Women in S&P 500 companies



Focus on the Financial Sector

The Financial sector has an average gender equality score of 42% compared to 39% for all the S&P 500. It is over-represented in the top 25, together with the Healthcare sector. JP Morgan Chase & Co is the best company in the Financial sector for gender equality with a score of 64%. Blackrock stands out by making the most notable improvement, reaching the 21st rank and a score of 60%.

Gender Balance in leadership & the workforce

- Only 8% of all Chair, CEO and CFO positions at S&P 500 companies are occupied by women.
- In the S&P 500, there are more Chairs of the Board named John (23) than there are female Chairs (21).
- A minority of 31 companies (6%) have a female CEO.
- Only 22% of executives in the S&P 500 companies are women while 40% of the workforce is made of women.

The Pay Gap & Sexual Harassment

- General Motors is the only S&P 500 company with no pay gap.
- 91% of companies do not publish their gender pay gap.
- 69% of the S&P 500 companies have an anti-sexual harassment policy in place, which is higher than both the European average (48%) and the U.K. average (30%).
- 99% of the companies have policies on gender non-discrimination in recruitment.

Parental Leave

- Hewlett Packard Enterprise offers the highest amount of paid leave (26 weeks) for both parents.
- Five companies offer 20 weeks or more of paid leave to both parents: Hewlett Packard Enterprise, American Express, Estée Lauder Companies, Goldman Sachs and Twitter.
- 189 companies in the S&P 500 offer both parents 2 weeks or more of paid leave.

Gender Equality in access to Healthcare

- Only 39% of companies provide health plan options that offer coverage for immediate family members (children and spouses).
- A minority of 34 companies (7%) subsidise employee health plan premiums at over 60%.
- Only four companies offer health plans to employees working less than 20 hours per week: Johnson & Johnson, Leidos Holdings, Micron Technology, and Wells Fargo.

Methodology

Unlike any other gender equality research, Equileap uses the world's first in-depth cross-sector ranking system to assess and monitor thousands of companies across the globe. Its proprietary Gender Equality Scorecard™ consists of 19 criteria including gender balance across the workforce, the gender pay gap, paid parental leave and anti-sexual harassment policies. For this special report, Equileap used two additional criteria, each with several data points, to measure the comprehensiveness and quality of health plan coverage for all employees and access to maternal health and family planning services. The dataset for this report consists of all unique public companies listed on the S&P 500 Index as of March 2020. Companies which have dual listing are only evaluated once (e.g. Alphabet). The research for this project began in November 2019 and closed on October 31, 2020.

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NOTE TO EDITORS

About Equileap

Headquartered in Amsterdam, Equileap is the leading provider of data and insights on gender equality in the corporate sector. Equileap researches and ranks over 3,500 public companies around the world using a unique and comprehensive Gender Equality Scorecard™ with 19 criteria, including the gender balance of the workforce, senior management and board of directors, as well as the pay gap, parental leave, and sexual harassment.

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