

Revealed: The top 100 gender-equal companies around the world

The best company is Norwegian bank DNB, with a score of 74%, followed by Mirvac (Australia), WPP (UK), L’Oreal (France) and General Motors (U.S.)

- Top countries for gender equality are France, Spain, Sweden, and the UK while the U.S., Japan and Switzerland are amongst the worst performers
- Only 15 companies globally have closed their gender pay gap
- 5 out of 10 companies globally published an anti-sexual harassment policy

London & Amsterdam, 4 March 2021 / Equileap, the leading provider of gender equality data & insights globally, has published its fourth annual [Gender Equality Global Report & Ranking](#). The report presents the top 100 companies which score the highest globally, as well as key insights per country, sector and on specific issues ranging from equal pay and female representation at all levels of the company to paid parental leave and anti-sexual harassment policies. The research examined close to 4,000 companies on gender equality across 23 markets based on 19 in-depth criteria.

Diana van Maasdijk, CEO at Equileap: “There is no doubt that Covid-19 has had a massive impact on women in the workplace throughout the world. In fact, research finds that many women are considering leaving work altogether¹. However, it’s not all doom and gloom -- we see an increased interest from investors in social issues, including higher female representation at all levels of a company and closing the gender pay gap.”

“We have also seen some progress in the last year, with the average score of the top 100 companies increasing from 62% in the last report to 64% this year. But with only 10 companies globally achieving gender balance at all levels, we must do better. Our data actually shows that strong legislation leads to better gender equality at a national level. Legislation raises the bar for companies, in terms of what they disclose and what action they take. As to the uncertain economic future, my bet is that companies with a strong focus on empathy and gender equality will be the ones to survive and thrive.”

Top 5 Companies

Top 100 Companies available in the [report](#)

RANK	COMPANY	SCORE
1	DNB	74%
2	Mirvac	74%
3	WPP	72%
4	L’Oreal	72%
5	General Motors	71%

Top 4 Countries

Detailed country reports available in the [report](#) for Canada, France, Spain, Sweden, the UK, the U.S.

RANK	COUNTRY	SCORE
1	France	51%
2	Spain	49%
3	Sweden	47%
4	United Kingdom	46%

Gender Balance

- **10 companies achieve gender balance at all levels** (board, executive, senior management and workforce)
- Women make up 37% of the workforce, 17% of executives, 24% of senior management and 25% of boards globally
- In Switzerland, women have the smallest chances of being promoted into senior management

The Pay Gap & Sexual Harassment

- **15 companies globally have closed their gender pay gap**²
- 85% companies globally do not publish their pay gap
- Despite #MeToo, 51% of companies still do not have an anti-sexual harassment policy

Parental Leave & Flexible Working

- **Standard Life Aberdeen is a global leader**, offering 9 months of fully paid leave to all parents
- Only 12 companies offer 6 months of paid leave to both parents, excluding countries with adequate legislation (i.e. meeting Equileap standards)
- In a Covid-19 era, only 19% of companies offer flexible working policy in terms of hours and locations

Focus on the Financial Sector

The average gender equality score for companies in the financial sector is 35%. While not the highest scoring sector on average, some financial companies are leading the way, with 24 making it to the top 100. **The top 5 companies in this sector are DNB (Norway), NAB and Medibank (Australia), Citigroup (U.S.) and CIBC (Canada).** Women are well-represented in the workforce of companies (accounting on average for 50% globally), but not in its higher levels of management (e.g. on average 18% of female executives). A minority of 21% of companies in the sector publish their pay gap and 40% publish an anti-sexual harassment policy. Companies in the financial sector have the highest average score for offering flexible work arrangements to employees; 48% offer flexible hours, 34% offer flexible locations, and 30% offer both.

¹ [Mc Kinsey, Women in the Workplace 2020](#), September 20

² i.e. published a mean, unadjusted gender pay gap of 3% or less, overall or in bands

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NOTE TO EDITORS

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. The dataset for this report consists of 3,702 public companies from 23 developed economies with a market capitalisation of USD 2 billion and greater over the last two fiscal years. Other mid- and large-cap companies have been added to cover relevant benchmarks. Our research for this report closed on 20 January 2021.

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 3,700 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. More information at <https://equileap.com/>

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