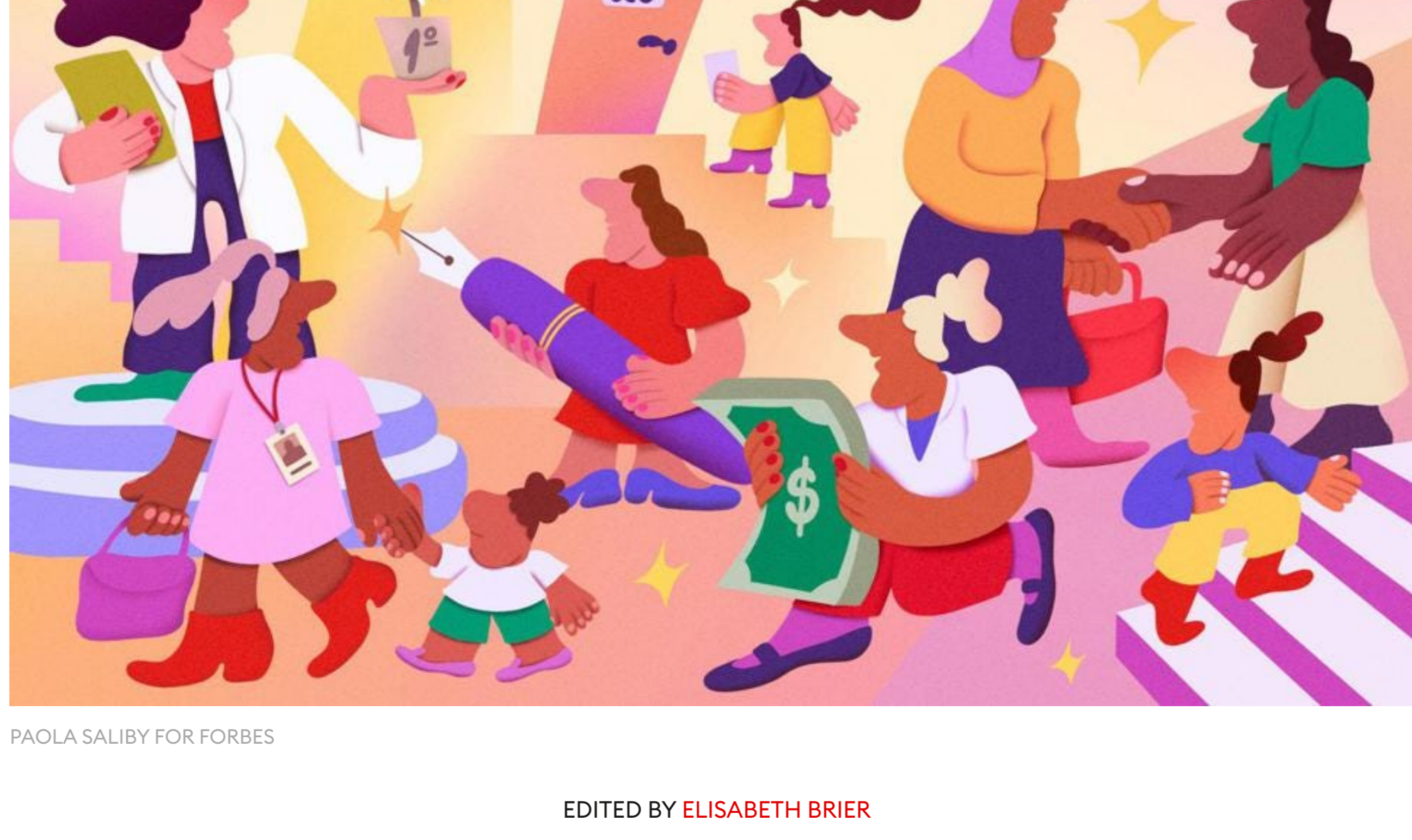
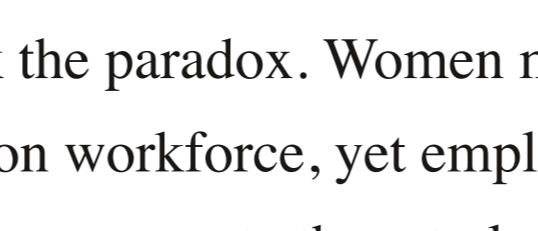


The World's Top Female-Friendly Companies



PAOLA SALIBY FOR FORBES

EDITED BY ELISABETH BRIER
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It's hard to overlook the paradox. Women make up the majority of the college-education workforce, yet employers are struggling to retain them—let alone promote them to leadership positions.

According to a recent report by Deloitte that surveyed 5,000 women across 10 countries, one out of 10 women are actively looking for a new role as 56% reported poor or very poor job satisfaction. The report also found that 94% believe that requesting a flexible work arrangement will negatively affect their likelihood of promotion, and 90% believe their workloads will not be adjusted accordingly if they request flexible-working arrangements.

"Studies repeatedly show that offering flexibility around when and how someone works make employees not only happier but more productive," says Lorraine Hariton, president & CEO of Catalyst, a global nonprofit accelerating progress for women through workplace inclusion. "It's most impactful for women, but I like to say workplaces that work for women work for everyone."

In partnership with market research company Statista, Forbes set out to identify the 400 companies excelling in championing women at work. Our top honorees tout not only competitive pay and strong career advancement opportunities but also flexible work arrangements which experts agree are critical to correct gender inequities.

To compile this ranking, Statista surveyed approximately 85,000 women working at multinational institutions in 36 countries to determine which ones excel in gender equality in career advancement opportunities, parental leave, and more.

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The Full List

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RANK	NAME	INDUSTRIES	COUNTRY/TERRITORY	EMPLOYEES
1.	Grupo Argos	Construction, Oil & Gas Operations, Mining and Chemicals	Colombia	13,000
2.	Clorox	Retail and Wholesale	United States	9,000
3.	MAIF	Insurance	France	8,000
4.	Desjardins Group	Banking and Financial Services	Canada	53,783
5.	John Lewis Partnership	Retail and Wholesale	United Kingdom	80,000
6.	The Estée Lauder Companies	Media & Advertising	United States	63,000
7.	Zalando	Clothing, Shoes, Sports Equipment	Germany	17,000
8.	Booz Allen Hamilton	Professional Services	United States	29,200
9.	Merck KGaA, Darmstadt, Germany and its affiliates	Drugs & Biotechnology	Germany	60,334
10.	ENBW	Utilities	Germany	20,000
11.	GrandVision	Retail and Wholesale	Netherlands	39,000
12.	Microsoft	IT, Internet, Software & Services	United States	221,000
13.	Bauer AG	Construction, Oil & Gas Operations, Mining and Chemicals	Germany	12,000
14.	bioMérieux	Drugs & Biotechnology	France	13,000
15.	Best Buy	Retail and Wholesale	United States	105,000

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16.	CIBC	Banking and Financial Services	Canada	45,000
17.	Starbucks	Restaurants	United States	383,000
18.	SAP	IT, Internet, Software & Services	Germany	105,000
19.	Lego Group	Packaged Goods	Denmark	20,000
20.	TTEC	Business Services & Supplies	United States	60,000
21.	ConocoPhillips	Construction, Oil & Gas Operations, Mining and Chemicals	United States	9,400
22.	Naval Group	Aerospace & Defense	France	17,373
23.	PVH (Tommy Hilfiger, Calvin Klein)	Clothing, Shoes, Sports Equipment	United States	31,000
24.	Davide Campari Milano	Food, Soft Beverages, Alcohol & Tobacco	Netherlands	4,000
25.	Bain Capital	Banking and Financial Services	United States	1,450
26.	Pitney Bowes	Business Services & Supplies	United States	11,500
27.	J Sainsbury	Retail and Wholesale	United Kingdom	171,000
28.	Hermès International	Retail and Wholesale	France	17,595
29.	Brookfield Asset Management	Banking and Financial Services	Canada	150,000
30.	National Oilwell Varco	Construction, Oil & Gas Operations, Mining and Chemicals	United States	27,043

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31.	Unipol Gruppo	Banking and Financial Services	Italy	11,946
32.	IKEA	Retail and Wholesale	Netherlands	208,000
33.	Salesforce.com	IT, Internet, Software & Services	United States	77,000
34.	The Hershey Company	Food, Soft Beverages, Alcohol & Tobacco	United States	17,000
35.	VF	Clothing, Shoes, Sports Equipment	United States	35,000
36.	Absa Group	Banking and Financial Services	South Africa	35,267
37.	LVMH Moët Hennessy Louis Vuitton	Clothing, Shoes, Sports Equipment	France	175,000
38.	KLA	IT, Internet, Software & Services	United States	10,000
39.	Delta Air Lines	Transportation and Logistics	United States	80,000
40.	Marriott International	Travel & Leisure	United States	120,000
41.	TD Bank Group	Banking and Financial Services	Canada	90,000
42.	Puma	Clothing, Shoes, Sports Equipment	Germany	14,000
43.	Lexmark International	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment	United States	7,746
44.	Intersport	Retail and Wholesale	Switzerland	65,000
45.	illumina	Drugs & Biotechnology	United States	7,800

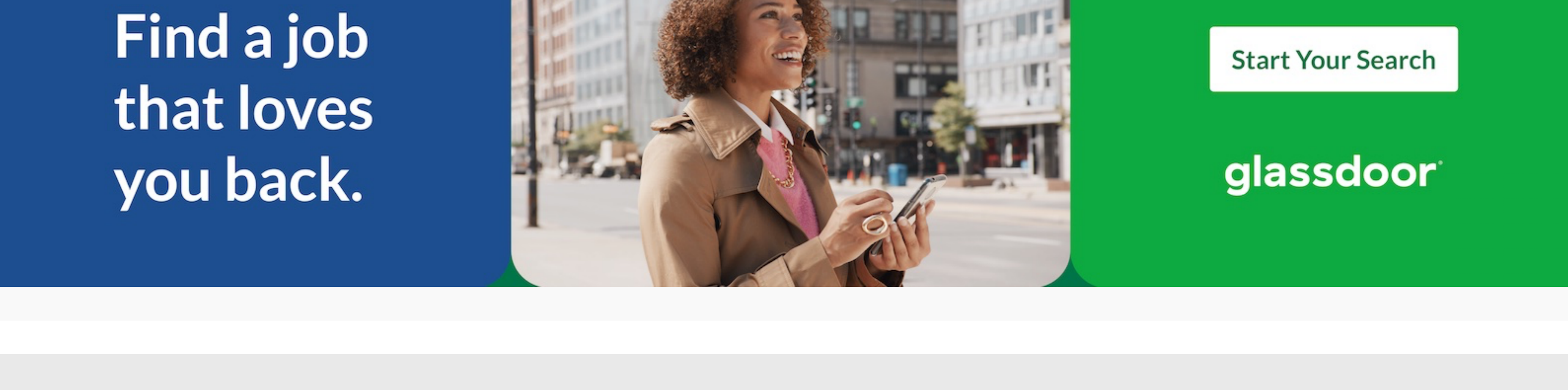
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46.	SNCF	Transportation and Logistics	France	62,189
47.	Advanced Info Service	Telecommunications Services, Cable Supplier	Thailand	14,103
48.	ByteDance	IT, Internet, Software & Services	China	60,000
49.	PNC Financial Services	Banking and Financial Services	United States	59,426
50.	Verizon Communications	Telecommunications Services, Cable Supplier	United States	118,400

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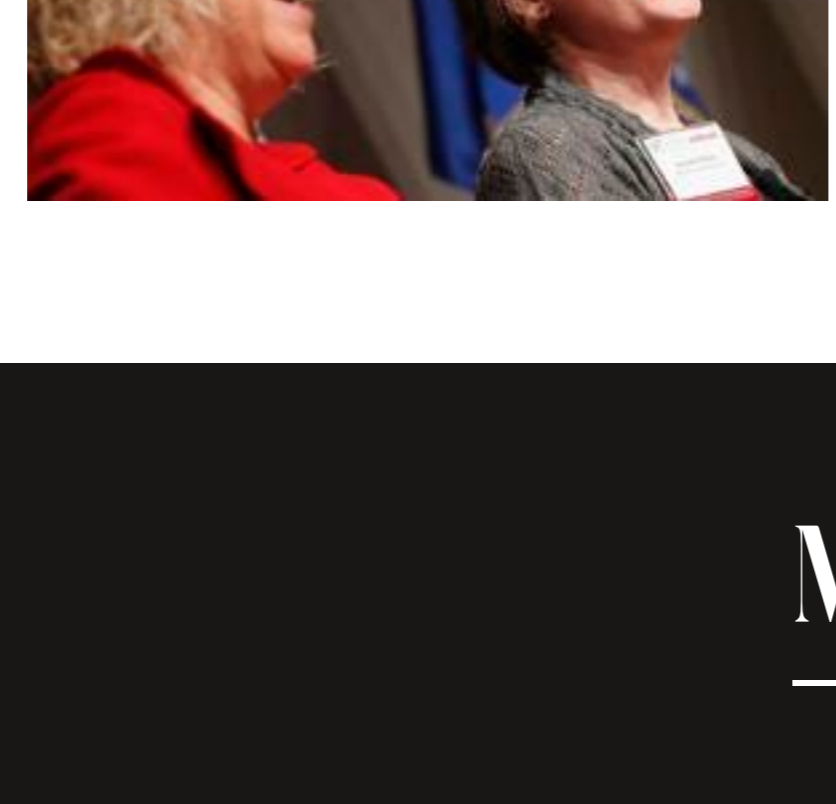
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BY ELISABETH BRIER

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