

2021 Bloomberg Gender-Equality Index

Bloomberg's gender-reporting framework equips companies with an international standardized disclosure method to measure and report gender data across multiple dimensions.

Disclosures from companies included in the 2021 GEI provide a wide-ranging and comprehensive look at how companies around the world are investing in women in the workplace, the supply chain and in the communities in which they operate.



In good company

The framework is comprised of 59 questions, based on optional disclosure in metrics related to Female leadership & talent pipeline, Gender pay & equal pay parity, Inclusive culture, Sexual harassment policies, and Pro-women brand. A company's GEI Score is determined by its level of disclosure and performance (data excellence).

The 380 companies included in the 2021 index earned at least a 50% Overall GEI Score and have a market capitalization exceeding \$1B USD.

The 2021 Index comprises **380 companies** with a combined market capitalization of **USD14 trillion** headquartered in **44 countries and regions** across **11 sectors**.

While the average disclosure score of index members is 94%, the average performance (data excellence) score is 55%. With a wide distribution of data excellence scores, ranging from 50% to 90%, there is still much work to be done.

These firms are committed to making strides towards equality in the workplace.

66%

Average overall GEI Score

94%

Average disclosure score

55%

Average data excellence performance score

Performance score by data excellence pillars

45% Average score of Female leadership & talent pipeline

59% Average score of Equal pay & gender pay parity

59% Average score of Inclusive culture

62% Average score of Sexual harassment policies

45% Average score of Pro-women brand

Closing the gap

Companies are taking action towards equal representation and parity.

03 **women**
on average are board members of GEI companies accounting for **29%** of the board.

52% require a gender diverse slate of candidates for management positions.

23 **companies**
have a female CEO or equivalent.

61% of companies have a Chief Diversity Officer, or an executive with the primary responsibility of Diversity & Inclusion.

39% average percentage of women in revenue producing roles.

21% average percentage of female executives.

Culture of inclusion

Companies are committed to building a more inclusive work culture in which all employees can thrive.

69% have a strategy for recruiting women and on average, GEI member companies are hiring more women than they are losing.

59% conduct a global, gender-based compensation review with **40%** publishing their global results by gender.

85% of employees on average, that return after parental leave remain with the company.* **65%** of companies offer on-site lactation rooms and **46%** provide childcare subsidies or other financial support.

87% of companies offer flexible working hours and **85%** offer flexible working locations.

*Based on twelve month retention rate.

76% assess the results by gender out of **305** companies conducting employee engagement surveys.

58% of managers are required to complete unconscious bias training annually.

Beyond the workplace

Communities are benefiting from inclusive corporate policies.

79% evaluate advertising and marketing materials for gender biases.

60% sponsor financial education programs for women.

64% sponsor programs dedicated to educating women in STEM.

Values shown as average percentage value of data disclosed.

Learn more

Become a GEI member company and start measuring key social indicators aimed at tackling inequality in the workplace. Bloomberg Terminal® users can review all scores on **BI ESG <GO>** in the Data Library. Learn how to participate at [bloomberg.com/GEI](https://www.bloomberg.com/GEI).

Take the next step.

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