



Bloomberg Gender-Equality Index

Invest in a more equal future.

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

Disclosures from firms included in the 2019 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.

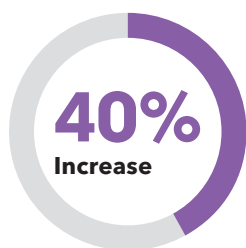
In good company.

2019 Index comprises — **230 companies** headquartered in — **36 countries and regions** across — **10 sectors**

With a combined market capitalization of **USD9 trillion**, they employ more than **15 million** people around the world. **7 million** of them are women.

Cracking the glass ceiling.

More women are making it to the c-suite and boardroom.



in executive level positions from 2014 - 2017.

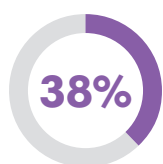


of representation on boards compared to the global universe of companies.*

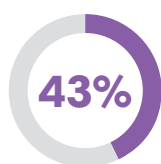
*Data compiled by Bloomberg from public filings

Progress towards parity.

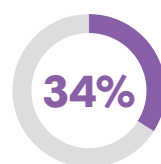
Closing the gap – companies are taking action to progress towards parity.



of revenue-producing roles are held by women.



of promotions in 2017 were earned by women.



of firms have programs for women looking to return to work after a career break.

Some industries are moving faster than others.

55%

pull-through*
across industries
on average.

*Pull-through represents the ratio of
female employees to executives

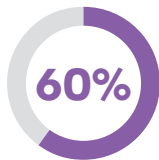
99% Materials

54% Technology

50% Consumer Staples

37% Financial Services

Driving accountability.



60% of firms require a gender-diverse slate of candidates for management positions.



60% of firms conduct compensation reviews to identify gender-based variations in pay.



48% of firms have Diversity & Inclusion goals included as part of senior managers' annual performance reviews.



39% of firms took action to resolve disparities in employees' pay.

Best in class benefits.

13

The average number of weeks companies offer paid primary leave.

5

The average number of weeks companies offer paid secondary leave.

20

firms have a gender-neutral parental leave policy, offering the same amount of paid leave regardless of gender.

43%

of firms cover gender reassignment services.

47%

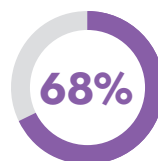
of firms cover fertility services.

A strategy to scale.

The impact goes beyond the workplace.



55% of firms have a Supplier Diversity Program that includes women-owned businesses.



68% of firms evaluate all advertising and marketing content for gender biases prior to publication.

For more Index insights, please contact GEI@bloomberg.net