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.

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**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.

- **40%** increase in executive level positions from 2014 - 2017.
- **2x** the global average 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.

- 38% of revenue-producing roles are held by women.
- 43% of promotions in 2017 were earned by women.
- 34% 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. 99% Materials
54% Technology
50% Consumer Staples
37% Financial Services

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

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.
91% of firms that found pay gap disparities fixed them.

Best in class benefits.

11 The global average number of weeks companies offer paid primary leave.
20 firms have a global minimum parental leave policy of 16 weeks or more.
43% of firms cover gender reassignment services.
47% of firms cover fertility services.

3 The global average number of weeks companies offer paid secondary leave.

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