

2022 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 2022 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 60 questions, based on optional disclosure in metrics related to Female leadership & talent pipeline, Gender pay & equal pay parity, Inclusive culture, Anti-sexual harassment policies, and Pro-women brand. A company's GEI Score is determined by its level of disclosure and performance (data excellence).

The companies reflected in the 2022 Index have scored above the GEI Score threshold for inclusion. These firms are committed to making strides towards equality in the workplace.

The 2022 Index comprises **418 companies** with a combined market capitalization of **USD16 trillion** headquartered in **45 countries and regions** across **11 sectors**.

71%

Average overall GEI Score

96%

Average disclosure score

60%

Average data excellence performance score

Performance score by data excellence pillars

51% Average score of Female leadership & talent pipeline

62% Average score of Equal pay & gender pay parity

68% Average score of Inclusive culture

66% Average score of Anti-sexual harassment policies

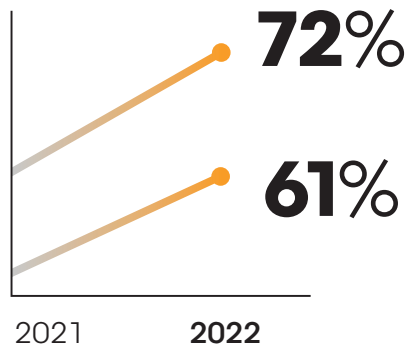
50% Average score of Pro-women brand

Closing the gap

Companies are taking action towards equal representation and parity.

03 women

on average are board members of GEI companies accounting for **31%** of the board.

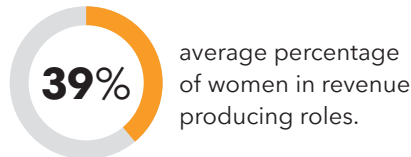


72% of companies have a Chief Diversity Officer, or an executive with the primary responsibility of Diversity & Inclusion.

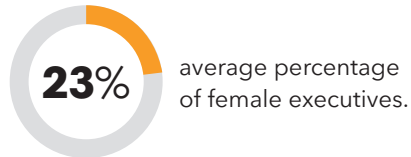
61% require a gender diverse slate of candidates for management positions.

31 companies

have a female CEO or equivalent.

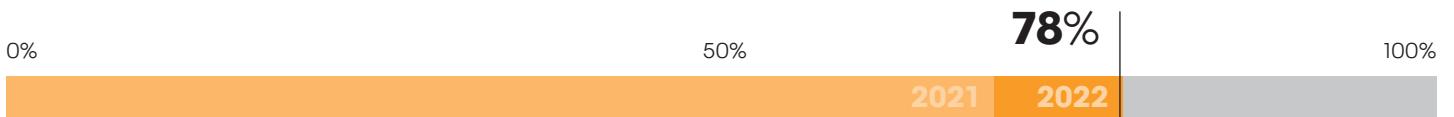
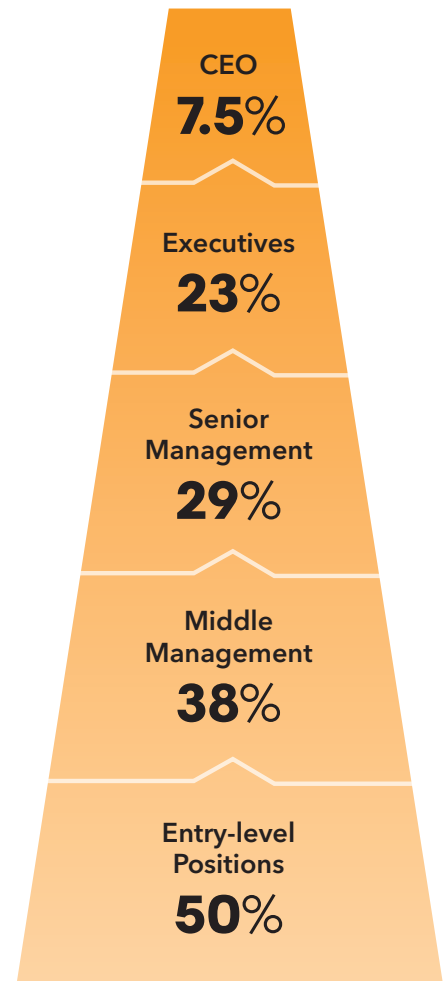


average percentage of women in revenue producing roles.



average percentage of female executives.

Women in Corporate

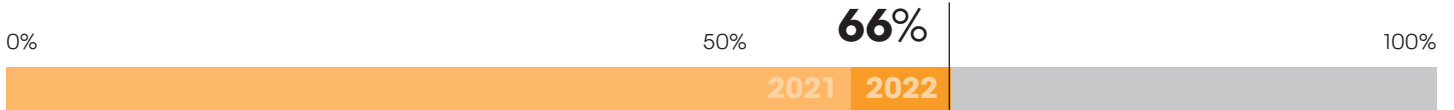


78% have a strategy for recruiting women and on average, GEI member companies are hiring more women than they are losing.

Values shown as average percentage value of data disclosed.

Culture of inclusion

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



66% conduct a global, gender-based compensation review with **57%** publishing their global results by gender.



67% of managers are required to complete unconscious bias training annually.

86% of employees on average, that return after parental leave remain with the company.* **76%** of companies offer on-site lactation rooms and **60%** provide childcare subsidies or other financial support.

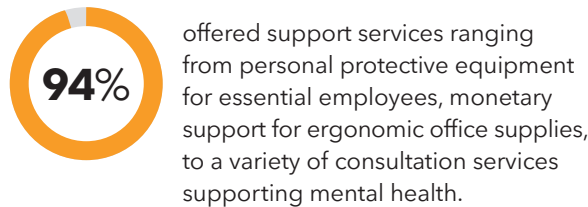
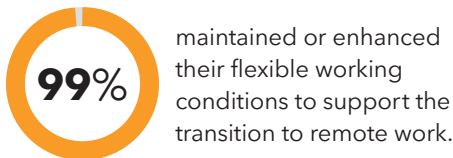


*Based on twelve month retention rate.

Evolving policies and practices as the world, and people continue to evolve themselves.

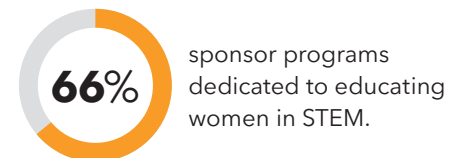
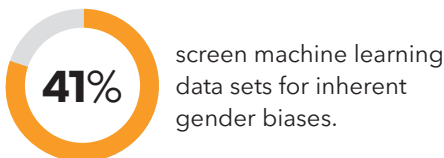
The 2022 Gender Reporting Framework assesses how companies are rising to the challenges brought on by the pandemic.

A landmark year for the “S” in ESG – the disproportionate effect of the COVID-19 working environment specifically on women and people of color, and the on-going call to action of global social movements fortify our goal of building the business case for diversity.



Beyond the workplace

Communities are benefiting from inclusive corporate policies.



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.

Take the next step.

For additional information, press the <HELP> key twice on the Bloomberg Terminal®.

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