

# 2023 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.

The framework includes 70 questions, based on optional disclosure in metrics related to Leadership & talent pipeline, Gender pay & equal pay parity, Inclusive culture, Anti-sexual harassment policies, and External brand. A company's GEI Score is determined by its level of disclosure and data excellence (performance).

The companies reflected in the 2023 Index have scored above the GEI Score threshold for inclusion. These firms are committed to making strides towards equality in the workplace.

**The 2023 Index** comprises **484 companies** with a combined market capitalization of **USD16 trillion** headquartered in **45 countries and regions** across **11 sectors** and **54 industries**.

**73%**

Average overall GEI Score

**97%**

Average disclosure score

**63%**

Average data excellence performance score

## Performance score by data excellence pillars

**53%** Average score of Leadership & talent pipeline

**64%** Average score of Equal pay & gender pay parity

**71%** Average score of Inclusive culture

**70%** Average score of Anti-sexual harassment policies

**54%** Average score of External brand

## Closing the gap

Companies are taking action towards equal representation and parity.

**41** companies  
have a woman CEO.

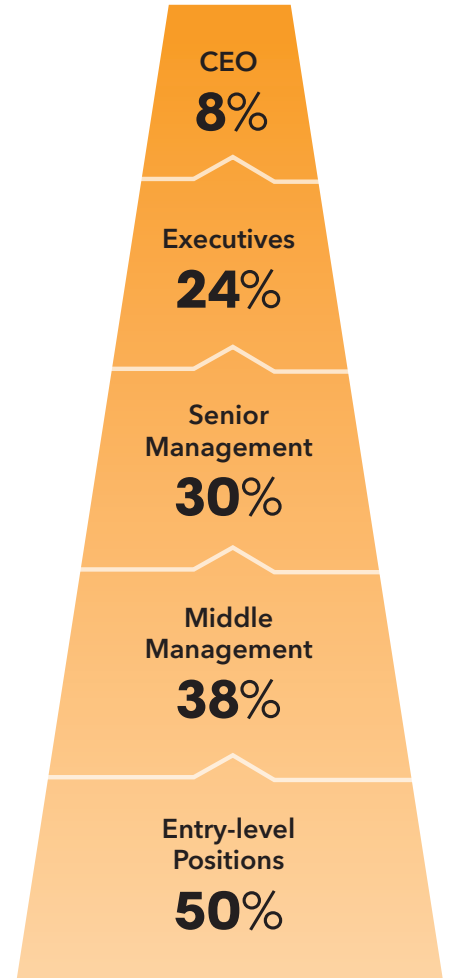
**50** companies  
have a woman chairperson.

**32%**  
of board

is the average representation  
for GEI member companies.



## Women in Corporate



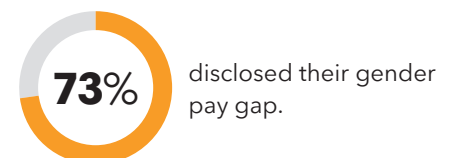
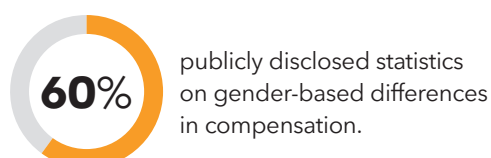
### 41% women attrition

Average percentage of women who left the company.

### 44% women hires

Average percentage of women among new hires.

GEI member companies are hiring more women than they are losing.



Values shown are average percentage values of data disclosed.

## Culture of inclusion

Companies aim to build a more inclusive work culture in which all employees can thrive.

**86%**

of companies have unconscious bias training available to all employees.

**86%**

of employees on average, that return after parental leave remain with the company.\*

**80%** of companies offer on-site lactation rooms and **62%** provide childcare subsidies or other financial support.



\*Based on twelve month retention rate.

**93%**

provide employees with work-from-home and flextime options.

**95%**

offer mental health support or consultation services to employees.

**97%**

offer paid time off specifically for bereavement.

## Beyond the workplace

Communities are benefiting from inclusive corporate policies.

**52%**

sponsor a health education program for women in the community.

**74%**

sponsor a STEM education program for women in the community.

**63%**

sponsor a financial education program for women in the community.

**57%**

have a supplier diversity program including women owned suppliers/vendors.

**44%**

screen machine learning data sets for inherent gender biases.

## 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://bloomberg.com/GEI).

## Take the next step.

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

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