

Invest in a more equal future.

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2019 Bloomberg Gender-Equality Index

Message from Michael R. Bloomberg

About the Framework

About the Index

2019 GEI Companies

# Message from Michael R. Bloomberg



At Bloomberg, we provide investors with industry-leading market data and analysis. A growing part of our business is meeting the increasing demand among our clients and the marketplace for environmental, social, and governance (ESG) information. The availability of ESG data (including on climate change) is growing, but there are still information gaps to fill, particularly when it comes to gender equality.

Promoting gender equality in the workplace is not just the right thing to do. It is also smart business. To offer companies the opportunity to showcase their gender equality efforts to investors, Bloomberg launched the first-of-its-kind Bloomberg Gender-Equality Index.

Rather than rely on the limited publicly available data, we ask companies directly about their policies and results. Companies disclose information on how they promote gender equality, and

Bloomberg's standardized reporting framework brings clarity and consistency to this once opaque area of the market. Investors, as a result, can make more informed decisions. At the same time, companies can evaluate best practices and hold themselves accountable for building more inclusive - and more successful - work environments.

The 2019 Bloomberg Gender-Equality Index represents 230 global companies headquartered across 36 countries and regions. We look forward to seeing those numbers grow - and to expanding the ESG data universe to make markets more transparent and efficient.

Sincerely,

Michael & Blomberg

Michael R. Bloomberg



# About the Framework

In today's environment, it's never been more critical for a company to be able to demonstrate how it is advancing women, the value of its products and its impact on society.

Bloomberg's gender reporting framework is the only international standardized reporting and disclosure method for workplace gender data. At no cost, it arms companies with a blueprint for measuring how they promote gender equality across four dimensions: company statistics, employee policies and benefits, gender-conscious product offerings and community support.

Disclosures from firms included in the 2019 GEI provide a wideranging 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.

#### Section 1

# **Workforce Statistics and Compensation**

### **Female Representation by Level**

Women represent 42% of the total workforce and:

43% of new hires

35% of middle management

**26%** of senior management

7% of chairs/CEOs

26% of corporate board seats

43% of promotions

38% of revenue-producing roles

25% of IT/Engineering roles

# **Equal Pay**

**60%** of companies conduct equal pay reviews

39% found disparities and fixed them

# **Gender Pay Gap**

17% median gender pay gap

20% mean gender pay gap

**Section 1** also includes a company's multi-cultural workforce in the U.S., male/female tenure and attrition and additional pay disparity metrics.

"I fundamentally believe in equal pay for equal work. That's one of those simple things. You do the same work, you should be paid the same thing. How could anyone not believe in that?"

#### Jan Zijderveld

Chief Executive Officer
Avon Products

"I'm focused on advancing gender equality because it's right, it's necessary, it's a business imperative and it's my responsibility."

#### **David Solomon**

Chairman & CEO Goldman Sachs "We've set a goal of 50/50
representation of women and
men. We believe very strongly that
when we get there, we will
be better able to serve consumers
and the broad range
of stakeholders that are important
to the success of our company."

### **David Taylor**

Chairman, President & CEO Procter & Gamble

#### Section 2

# **Policies and Benefits**

# **Company Paid Parental Leave** (Global average)

9 weeks for primary caregiver

2 weeks for secondary caregiver

# **Company Paid Parental Leave**

(U.S. average)

13 weeks for primary caregiver

5 weeks for secondary caregiver

# **Family and Health Benefits**

55% provide adoption assistance

46% cover fertility services

22% cover egg freezing

43% cover gender reassignment

# **Management Accountability**

60% require gender-diverse slates

**48%** include Diversity and Inclusion goals in performance reviews

80% train managers on unconscious bias

# **Career Development**

The percentage of employees enrolled in the following programs that are women:

Mentoring: 53%

Sponsorship: 55%

Executive Coaching: 40%

**Section 2** also includes other measures of a company's investment in its people and its culture including employee resource groups, child and elder care resources, workplace flexibility options, and the independence of sexual harassment allegation investigations.

"I'm passionate about being CEO, but I'm also passionate about being a father of two kids. I want to be there when my kids practice and I want to see their games and I want to go to school events. Having more flexibility is something that both women and men want, and I am a good example of that."

Benno Dorer Chair & CEO Clorox "If you're going to be the best place for teammates to work, you want them to feel that.

They feel that by the traditional measures – pay, and pay-forperformance, and promotions – and by having a diverse and inclusive workplace, and a benefits package that allows them to live their life and be successful at work at the same time."

**Brian Moynihan**Chairman & CEO
Bank of America

#### Section 3

# **External Impact**

#### **Advertising**

**68%** evaluate all advertising and marketing content for gender biases prior to publication

#### **Products and Vendors**

**67%** ensure all products, services and facilities are not used for female exploitation or abuse

**55%** have a supplier diversity program that includes women-owned businesses

**51%** offer financial products to specifically help women-owned businesses (where applicable)

#### Customers

**62%** track their customer base by gender

14% track repayment rates by gender (where applicable)

**51%** track customer satisfaction by gender

**42%** measure the retention of female customers

"At Clorox, we're committed to doing the right thing. Everything we do within our four walls, including our focus on inclusion and diversity, extends to everyone who touches our business."

> Benno Dorer Chair & CEO Clorox

"As a company we look at the broad spectrum of how our business impacts the entire value chain from seed to sip. Data creates more transparency and is a valuable tool in helping businesses, like ours, identify strengths and areas for improvement to close gaps."

#### **Carlos Brito**

Chief Executive Officer Anheuser-Busch InBev

"Data is very critical for
us to know that we are making
progress in gender equality
and diversity because we need
to be sure we can
measure the things that
we're trying to improve. It also
gives us the ability
to report back
to our team members, board of
directors and investors –
who I'm proud to say
all care about this issue
and ask about progress."

Susan Salka President & CEO AMN Healthcare

#### Section 4

# **Support for Women in the Community**

# **Labor Force Participation**

**34%** have formal programs to recruit women aspiring to return to work after a career break

# **Public Policy**

19% lobbied in support of gender equality legislation (full list available on website)

**67%** are members of organizations in which the primary mission is to advocate for gender equality

#### **Education**

**59%** conduct or sponsor financial education programs for women

**48%** conduct or sponsor women's health education programs

"The more that companies can be transparent about their commitment to diversity and inclusion and women in the workforce, the better off we'll all be, and the more progress we'll make."

# Tim Sloan

President & CEO Wells Fargo & Company "If you don't reflect your communities, if you don't reflect the customers you serve, you're not going to be optimizing your business performance."

Susan Story
President & CEO
American Water

"The willingness to give time off and make it easy for women to come back without any stigma – that is very important."

# Piyush Gupta

Chief Executive Officer
DBS Bank

#### **Bill Winters**

Group Chief Executive Officer Standard Chartered "Gender inequality is one of the most critical challenges facing both the public and private sectors globally. The Gender-Equality Index is an extension of Bloomberg's mission to provide independent, reliable data to global market participants while raising awareness of critical issues affecting businesses around the world."

**Peter T. Grauer** Chairman, Bloomberg L.P.



# About the Index

Investors are waking up to the power of women.

The Bloomberg Terminal is the only place investors can find comprehensive, comparable information for individual data points related to gender equality at publicly-held companies. In addition to making this data available on a company's investment profile, Bloomberg developed an index to track the performance of those companies most committed to transparency in gender reporting and to advancing women globally. As investor demand for ESG products increases, the Index represents an important opportunity for companies to attract new capital and widen their investor base.

Inclusion in Bloomberg's Gender-Equality Index has become the gold seal for companies around the world to publicly demonstrate their commitment to equality and advancing women in the workplace. The 2019 index includes 230 leaders employing seven million women around the world.

# **2019 GEI Companies**

The 2019 Bloomberg Gender-Equality Index includes 230 companies across ten sectors headquartered in 36 countries and regions.

A.P. Møller-Mærsk A/S

AB InBev

Accenture

Adobe ADP

Advanced Micro Devices, Inc.

Aetna, Inc.

AGNC Investment Corp.

AIA Group Limited

Air Products & Chemicals, Inc.

Alcoa Corporation

Alliance Data

**Alliant Energy** 

Allianz

Alpha Bank

**American Electric Power** 

American Express American Water

AMN Healthcare Services, Inc.

Anglo American Annaly Capital Management, Inc.

Apollo Global Management, LLC

ArcelorMittal

AstraZeneca

AT&T

**AU Optronics** 

Avon Products, Inc.

**BAE Systems PLC** 

Banco Bradesco S/A

Banco Santander

Bank of America

Bank of Montreal

Bank of Queensland

Barclays

BB Seguridade Participações S.A.

**BBVA** 

**BNP Paribas** 

**BNY Mellon** 

**Boston Scientific Corporation** 

**BT Group PLC** 

BYD Company Limited

CAE

CaixaBank

Campbell Soup Company

CAPCOM Co. Ltd.

**Capital One Financial Corporation** 

Centene Corporation

Charles River Laboratories International, Inc.

CIBC

Cie de Saint-Gobain

Cisco

City Developments Limited

The Clorox Company The Coca-Cola Company

Coca-Cola FEMSA

Commercial International Bank, Egypt (CIB)

Commonwealth Bank of Australia

Core Laboratories

**CVS Health** 

Dai Nippon Printing Co. Ltd.

Daiwa House Industry Co. Ltd.

Daiwa Securities Group Inc.

Danone

Danske Bank A/S

DaVita, Inc.

DBS Group Holdings Ltd.

**Deutsche Post DHL Group** 

Deutsche Telekom AG

Diageo PLC

**Dominion Energy** 

Don Quijote Holdings Co. Ltd.

Dr. Reddy's Laboratories Ltd.

DuPont

Enagás S.A.

Enbridge

Erste Group Bank AG

The Estée Lauder Companies

Etsy

**Euronav NV** 

**Eversource Energy** 

Evertec

Fifth Third Bancorp

First Data Corp.

First Horizon National Corporation

First Pacific Company Limited

FirstEnergy

**Ford Motor Company** 

Fortescue Metals Group Ltd.

Franklin Templeton Investments

Galp Gap, Inc.

**General Motors** 

Gold Fields

**Goldman Sachs** 

Grupo Financiero Banorte

Grupo Televisa, S.A.B.

Harmony Gold Mining Company Limited

The Hartford

Horace Mann

**IAMGOLD Corporation** 

Iberdrola **ICL** 

Illumina

**Incitec Pivot Limited** 

Ingredion Incorporated

Intesa Sanpaolo

Itaú Unibanco

Janus Henderson Group PLC

JPMorgan Chase & Co.

Just Eat

**Kao Corporation** KASIKORNBANK PCL

KB Financial Group, Inc.

Legal & General Group PLC

Leidos Holdings, Inc.

LendingClub Lenovo Lionsgate

Lloyds Banking Group

L'Oréal lululemon Manulife

Marsh & McLennan Companies

Mastercard Maybank Mediobanca MetLife, Inc. MINDBODY, Inc.

Mitsubishi UFJ Financial Group Mizuho Financial Group, Inc.

**Morgan Stanley** Morningstar, Inc.

**Motorola Solutions** MS&AD Insurance Group Holdings, Inc.

National Australia Bank National Bank of Canada National Bank of Greece

**Newmont Mining Corporation** 

Nidec Corporation

Nielsen **NiSource** NN Group

Nokia Nordea Bank **Northern Trust Corp** NTT DOCOMO

**NVIDIA** 

Old National Bancorp Orange Pampa Energía Pearson

Pitney Bowes, Inc. **PNC Financial Services Group** 

Portland General Electric Praxair, Inc. Procter & Gamble ProSiebenSat.1 Media SE Prudential Financial **Prudential PLC** 

**QBE Insurance Group Limited** 

Radian Group Inc. Rapid7, Inc. RBS **RELX Group** Robert Half

Rogers Communications, Inc. **Rolls-Royce Holdings PLC** 

Royal Bank of Canada

S&P Global Sanderson Farms

SAP

Schneider Electric

Scholastic **Schroders** Scotiabank Sempra Energy

Shinhan Financial Group Signet Jewelers Limited Silicon Valley Bank

Singtel Sodexo Sonova SSE PLC

Standard Chartered Bank Standard Life Aberdeen PLC State Street Corporation **STMicroelectronics** 

Sumitomo Mitsui Financial Group Sumitomo Mitsui Trust Holdings

Sun Life Financial Swedbank Swiss Re Symantec

**Taylor Morrison** TD Bank Group Teck Telefónica

Tahoe Resources, Inc.

Telia Company

Terna **Tokyo Electron Limited** TransCanada Corporation Türkiye Garanti Bankası A.S.

UBS Unilever **Unum Group UOB Group** 

**UPM-Kymmene Corporation** 

Visa, Inc. **Vodafone Group** Voya Financial, Inc.

Walmart

Walmart de México y Centroamérica

Wells Fargo & Company

Welltower

Zynga, Inc.

WESCO International, Inc. **Westpac Group** Weyerhaeuser

Willis Towers Watson **WPP** 

Yum China Holdings, Inc. Yum! Brands, Inc. Zillow Group, Inc. **Zurich Insurance** 

# **Putting Gender Equality** on the Map

230 companies

36 countries and regions 10 sectors

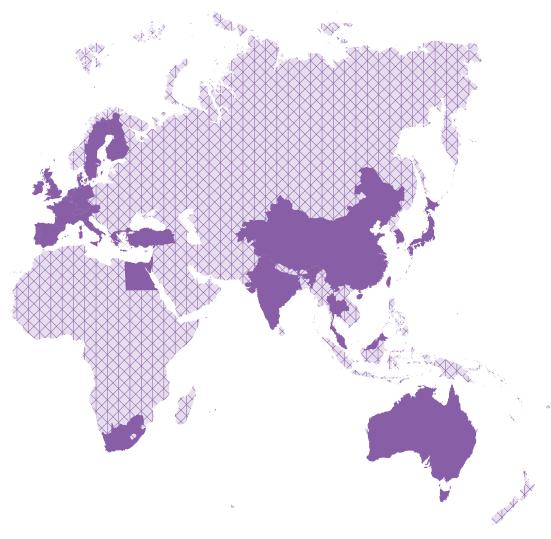
15 million employees

7 million women

**USD9** trillion

value





Across the world, more women are making it to the c-suite and boardroom.





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

\*Data compiled by Bloomberg from public filings

# **Contact us**

If you are interested in more information or would like to submit data on behalf of your company, please email: GEI@bloomberg.net

bloomberg.com/GEI