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 2020 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.

2020 Index comprises 325 companies with a combined market capitalization of USD12 trillion headquartered in 42 countries and regions across 11 sectors.

The road to equal representation.

Women are underrepresented at every level of the corporate pipeline. However, some sectors are doing better than others at promoting women through the pipeline as shown by the sector ratios* below.

*Sector ratios represent females as a percentage of executives compared to females as a percentage of the workforce.
Closing the gap.
Companies are taking action towards equal representation and parity.

- 71% have a strategy for recruiting women.
- 33% have programs for women looking to return to work after a career break.
- 44% of promotions in 2018 were earned by women.
- 39% of revenue-producing roles are held by women.

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

- 49% provide child care subsidy or back-up child care services.*
- 36% provide elder care subsidy or back-up elder care services.*
- 42% of firms cover gender reassignment services.*
- 88% offer flexible work schedules.
- 42 firms offer the same number of weeks of secondary leave as they do for primary leave in the U.S.

*Covered by company or government.

Beyond the workplace.
Communities are benefiting from inclusive corporate policies.

- 48% of companies have a supplier diversity program that includes women-owned businesses.
- 59% have products targeted towards women to help to achieve gender equality.*
- 60% of companies conduct or sponsor financial education programs for women.
- 64% donate to a non-profit organization with the primary mission of advocating for gender equality in the workplace.

* Where applicable based on corporate business model and/or industry.