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News: 484 companies included in Bloomberg's gender equality index

Bloomberg's Gender Equality Index (GEI)

- Bloomberg has selected 484 companies for the 2023 Bloomberg Gender Equality Index (GEI), from a fray of over 600, as recognition of the progress they have made in promoting gender inclusion and implementing diversity policies.
- Nine Indian companies have made it to this Index.
- The nine Indian companies that made the cut in terms of gender sensitive policies and practices are: Dr Reddy's Laboratories Ltd, Firstsource Solutions Ltd, HCL Technologies Ltd, Hero MotoCorp Ltd, Tata Consultancy Services Ltd, Tech Mahindra Ltd, Vakrangee Ltd, Wipro Ltd and WNS Holdings Ltd.
- The 600 plus participating companies had disclosed their gender related data through what is called Gender Reporting Framework.
- GEI participants are scored against five key pillars: leadership and talent pipeline, equal pay and gender pay parity, inclusive culture, anti sexual harassment policies, and external brand.
- In addition, exploratory questions were included in the Framework.

- These questions, surveyed but not scored, covered other areas such as **race and sexual orientation, gender identity and ethnicity**.
- For GEI members, **companies led by women have higher representation of women at all levels**.
- GEI member companies with **greater than 30% women representation on the board have, on average, 27% of women executives within the corporation, as compared to 20% of women executives in firms with less than 30% of women on the board**.
- Another theme amongst member companies is the **integration of diversity policies in executive evaluations**. This year, **64% of GEI members have implemented diversity and inclusion goals for managers in performance reviews, an eight point increase from last year**.