

Diversity & Inclusion



When examining the diversity and gender equality within the company, several key insights emerge:

Gender Distribution: Out of the 500 employees in the company, 41% are female and 59% are male. This translates to a ratio of 3 males for every 2 females, indicating a slight imbalance in gender representation in the workforce.

Last Hire Percentage: The last round of hiring demonstrated positive progress towards gender equality, with 48% of new hires being male and 52% being female. This suggests an effort to bring in more female employees, which is a promising sign for improving gender balance within the company.

New Hire Positions: The analysis of new hires indicates a trend where male employees tend to be recruited for higher positions, while female employees are more commonly assigned to lower-level roles. This finding further reinforces the need for promoting gender equality throughout the organization's recruitment practices.

Performance Ratings: Interestingly, the performance ratings reveal that both male and female employees exhibit similar average scores, suggesting comparable levels of competence and capability. Despite this, there is a notable discrepancy in job grades and levels. More females are concentrated in junior and lower-grade positions, while a larger number of males occupy higher-level roles within the company.

Promotions: However, when it comes to promotions, there is a noticeable disparity. The last promotion cycle showed that 65% of promotions were given to male employees, while only 35% went to female employees. This indicates a potential gender bias in the promotion process, with males being more likely to advance into higher-level executive roles compared to their female counterparts.

Part-Time and Lower-Grade Positions: It is observed that the majority of part-time jobs within the company are occupied by female employees. This part time jobs are lower-grade positions. This highlights the presence of occupational segregation based on gender, where certain job categories are predominantly filled by females.

To achieve a more balanced and equitable workplace, it is important for the company to address the gender disparities identified in **promotions, new hires, and job grades.**

Diversity & Inclusion Dashboard



Number of Female

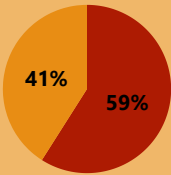
205

Number of Male

295

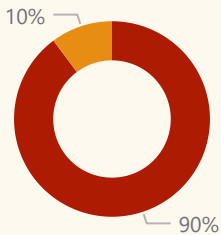
Number of Leavers

33



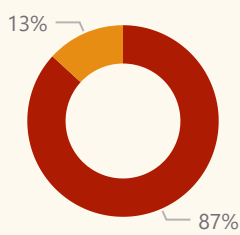
% of employees promoted (FY21)

Pro... ● No ● Yes



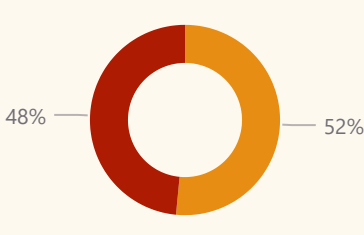
% Turnover

Tur... ● Y ● N



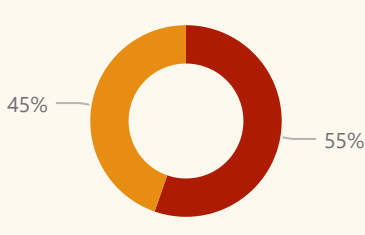
% of hires

Gen... ● Female ● Male



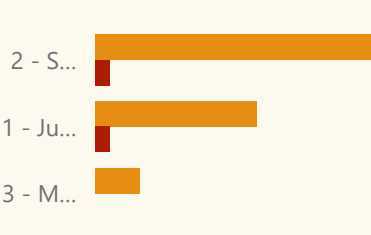
Leavers by Gender

Gen... ● Male ● Female



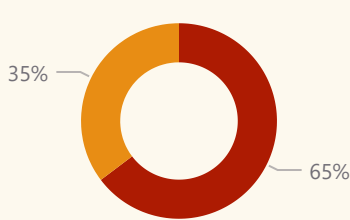
Job type

Gen... ● Female ● Male



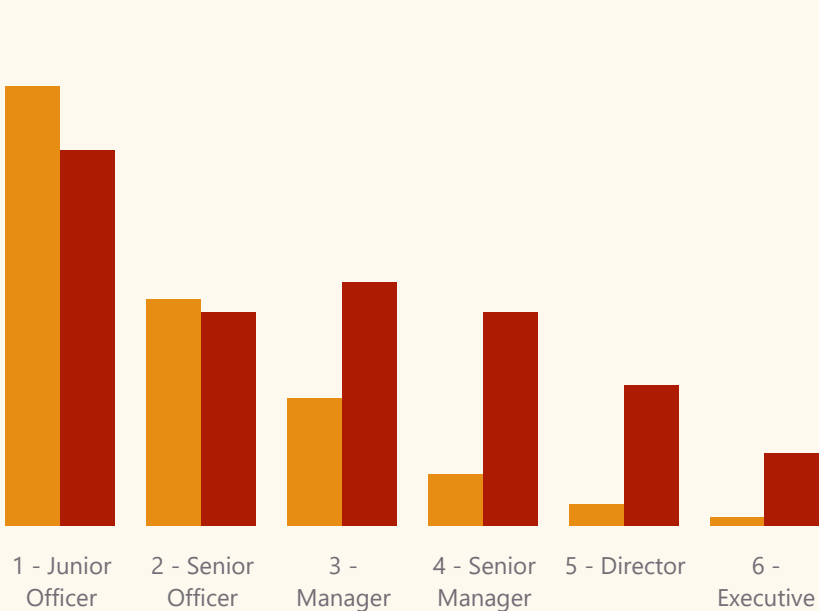
% promoted (FY21) by gender

Gen... ● Male ● Female



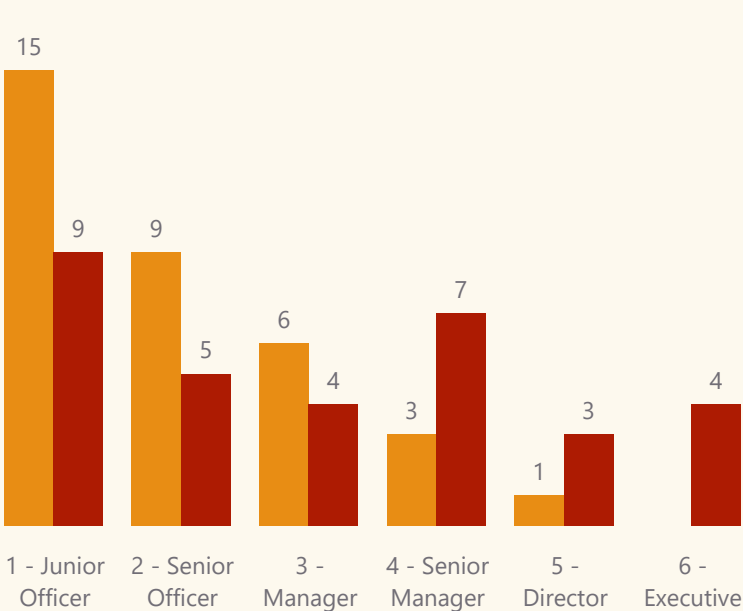
No. of Employees by GRADE and GENDER

Gender ● Female ● Male



New Hire by GRADE and GENDER

Gender ● Female ● Male



Average Performance Rating

● FY20 ● FY19

