

Diversity & Inclusion

Gender balance in the executive suite.



Insights:

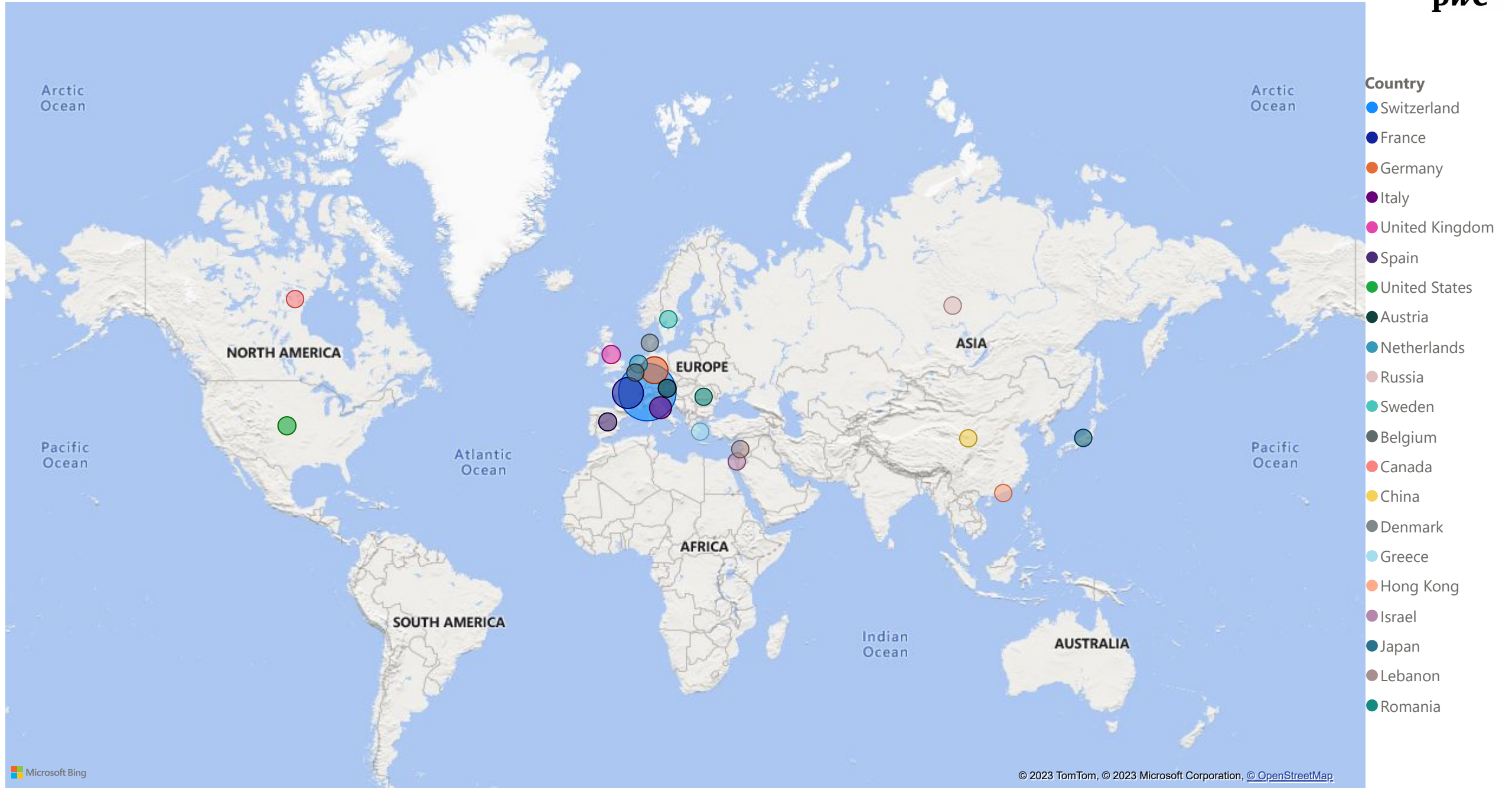
- The workforce needs balancing on the gender ratio.
- Increase in participation of Female employees at *senior roles* is important.
- Female employees need good training and skill development programs to improve their expertise level.
- The HR need to consider the pain points of Female workforce and work on improving their performance ratings.

Key Suggestions:

- Significant difference by gender in hiring at senior position.
- Male Employees are given higher priority to promotions at senior level irrespective of their time served in previous role.
- Avg. Performance Rating for both male and female is almost equal while male employees with high performance rating often leave the company.
- The above point could be more clarified by providing some benefits to high rated employees.

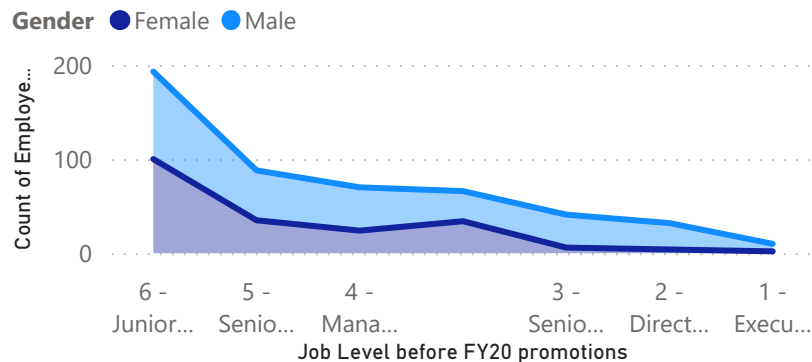


Company Diversity

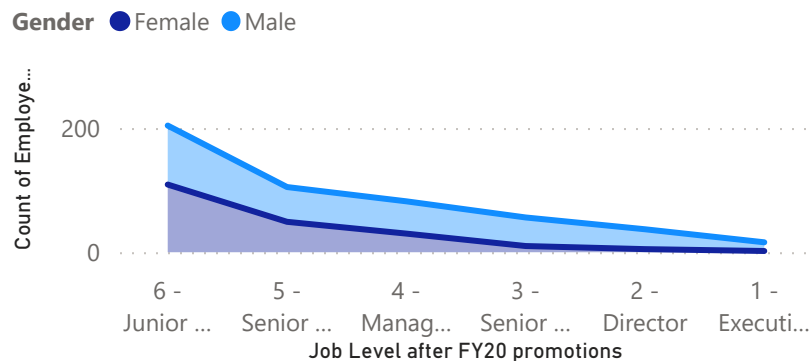




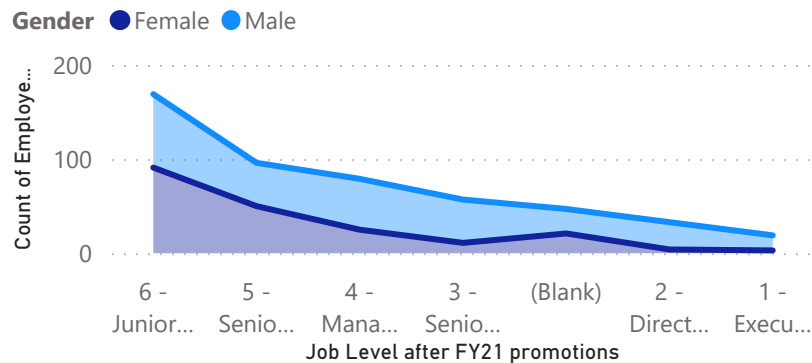
Count of Employee by Job Level before FY20 promotions and Gender



Count of Employee by Job Level after FY20 promotions and Gender



Count of Employee by Job Level after FY21 promotions and Gender



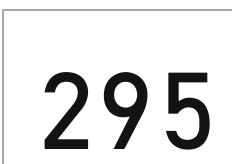
Count of Employee



Female Count



Male Count



Employee Type

All

Nationality

All

Job Level

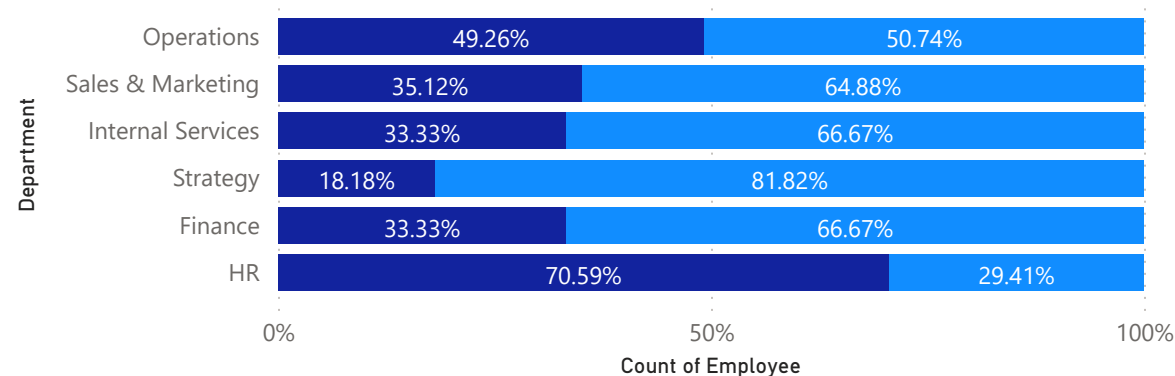
All

Department

All

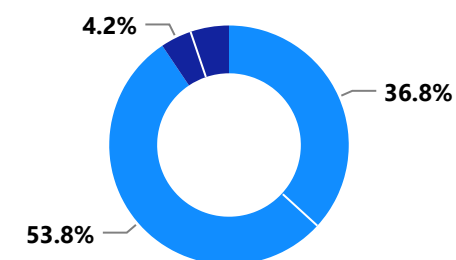
Count of Employee by Department and Gender

Gender ● Female ● Male



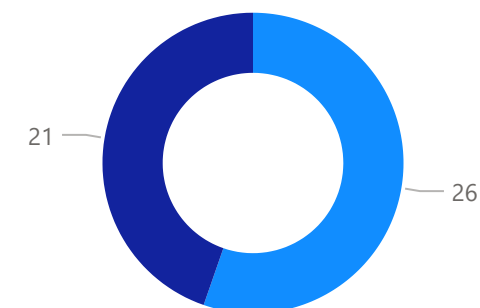
Employess left in 2020

Left: ● No ● Yes



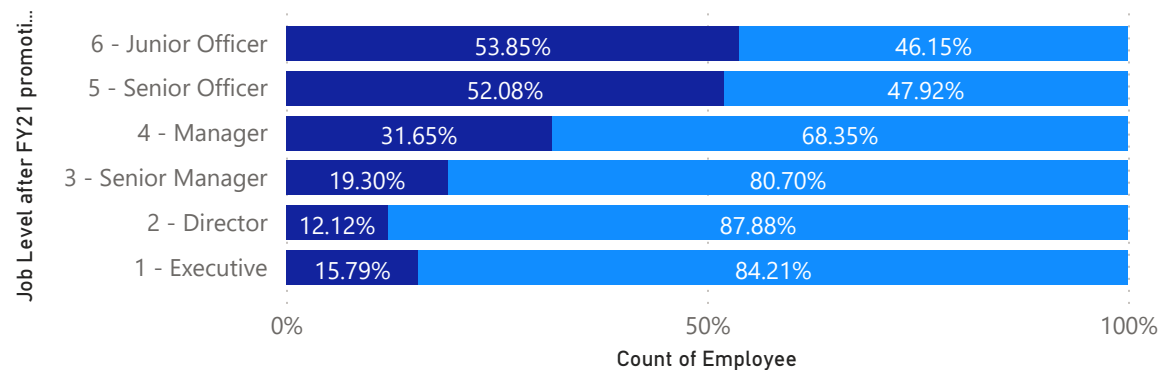
Count of Leaver

Gender: ● Male ● Female



Count of Employee by Job Level FY2021 and Gender

Gender ● Female ● Male



Employee Type

All

Department

All

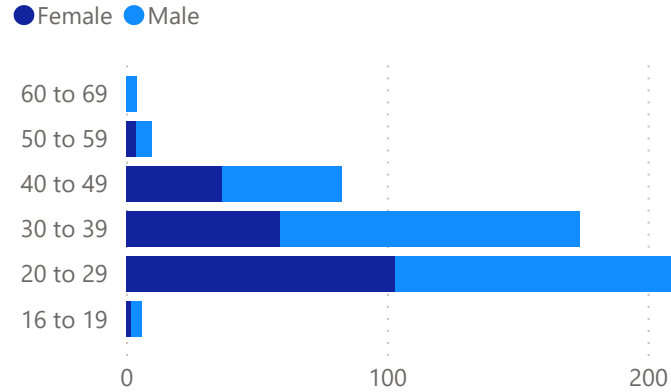
Nationality

All

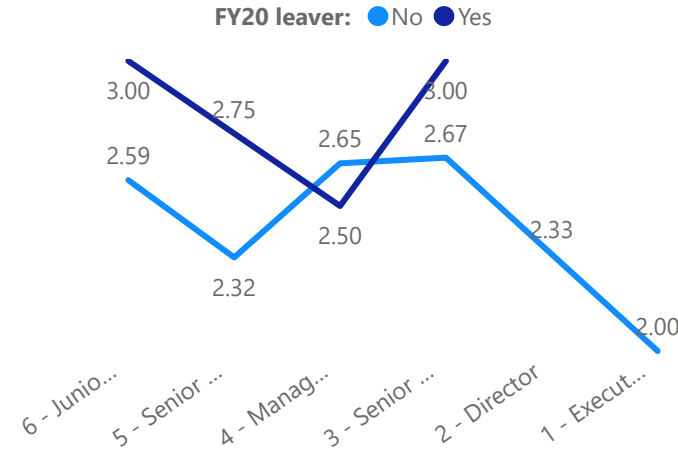
Job Level

All

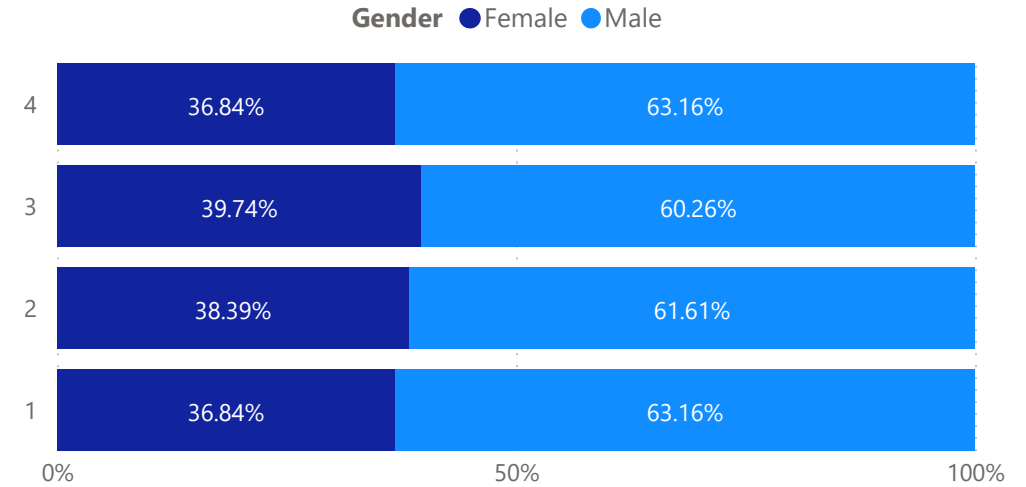
Count of Employee by Age group and Gender



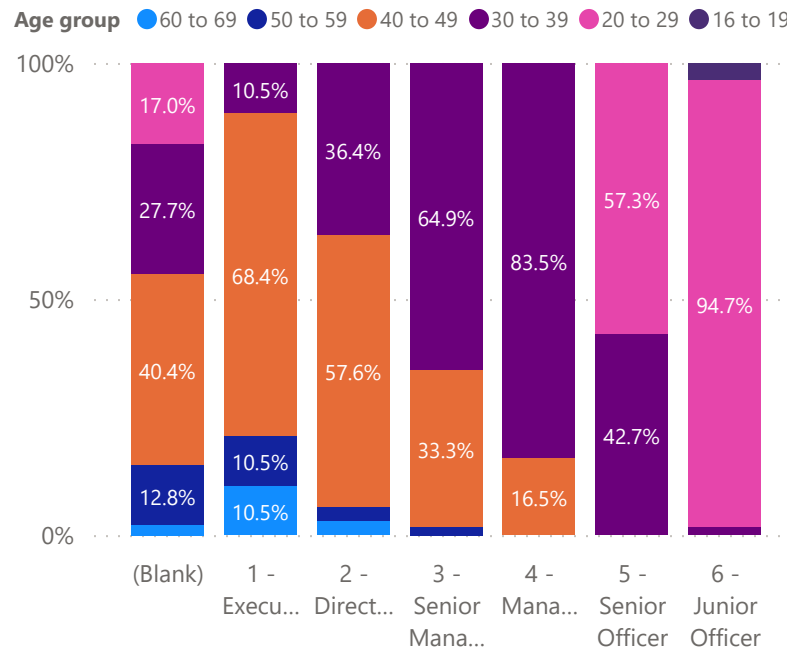
Performance Rating of Leavers vs Non-Leavers (Women)



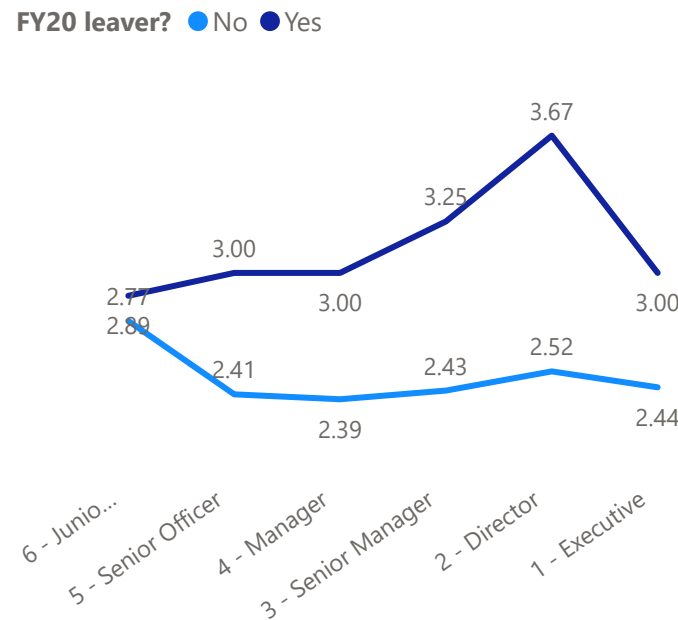
Count of Employee by FY20 Performance Rating and Gender



Job Level by Age Group (FY21)



Performance Rating of Leavers vs Non-Leavers (Men)



Count of Promotion by Gender and Department

