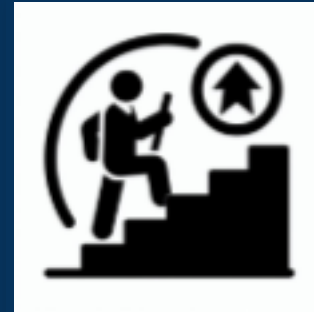
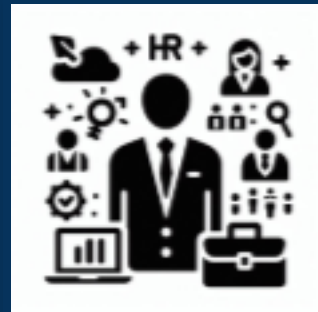


# Gender Diversity & Inclusion Board





# Diversity & Inclusion Analytics Dashboard

Department

Region

Gender

Broad region group



500

Total Employees

295

Total Males

205

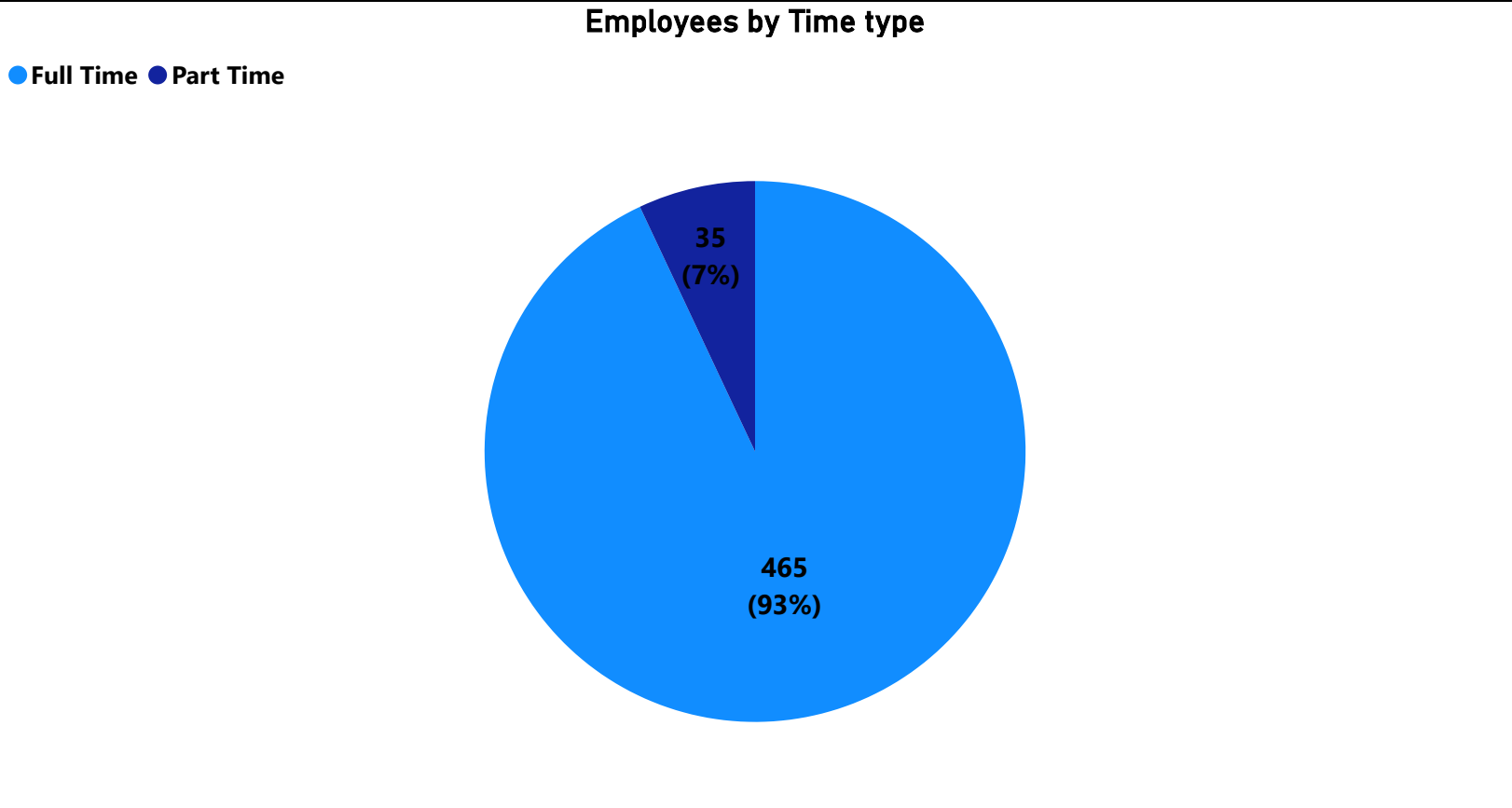
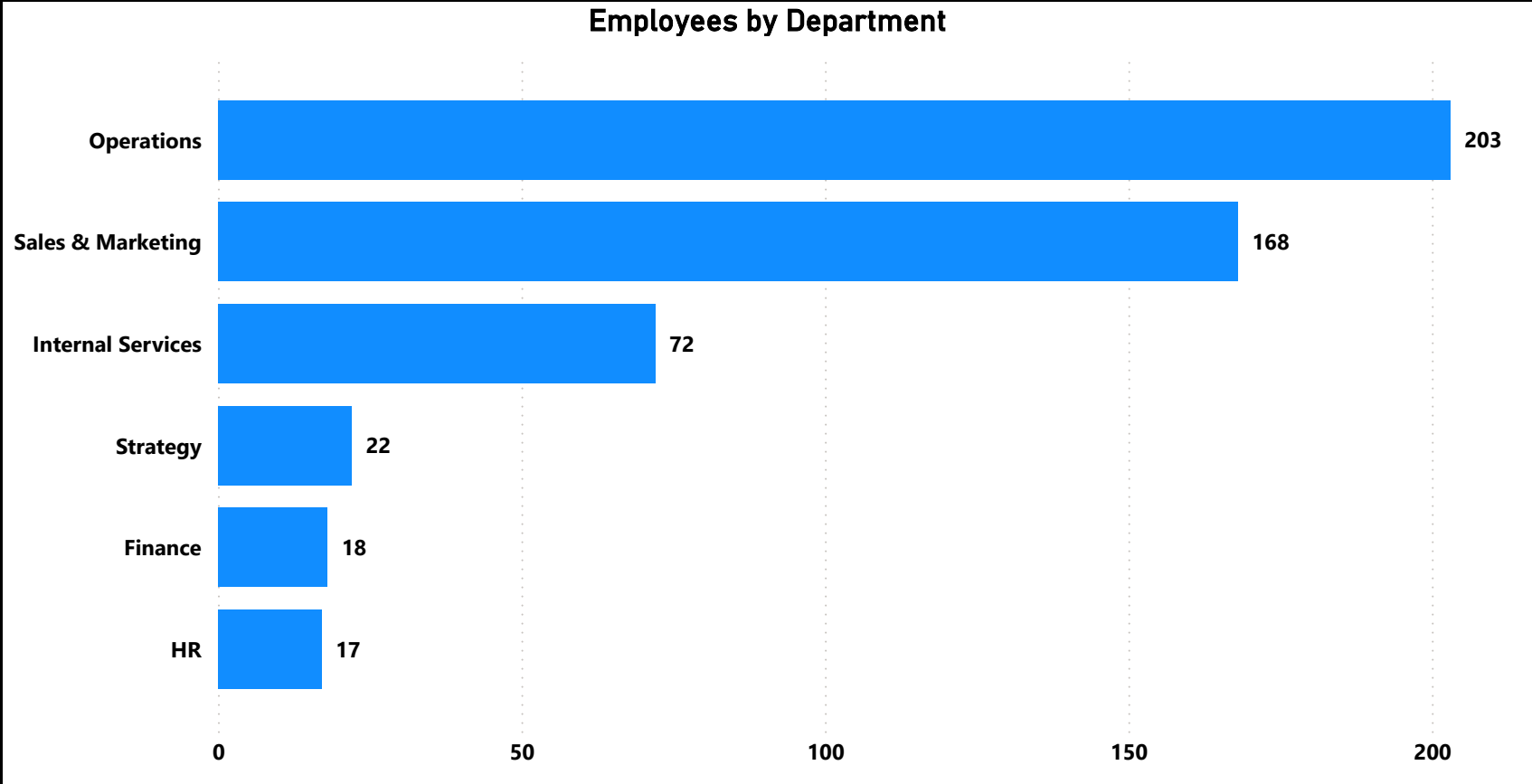
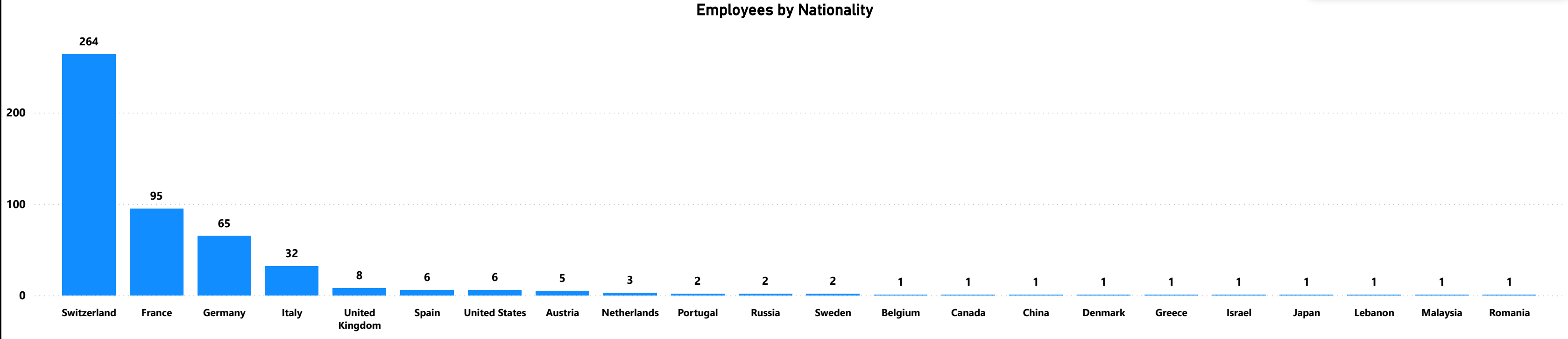
Female

22

Nationality

6

Total Departments





# Diversity & Inclusion Analytics Dashboard

Department  
All

Region  
All

Gender  
All

Broad region group  
All

66

Hires for FY20

48.48%

Male Hires FY20

51.52%

%\_of\_Female\_Hires\_FY20

47

Number\_of\_Leavers\_FY20

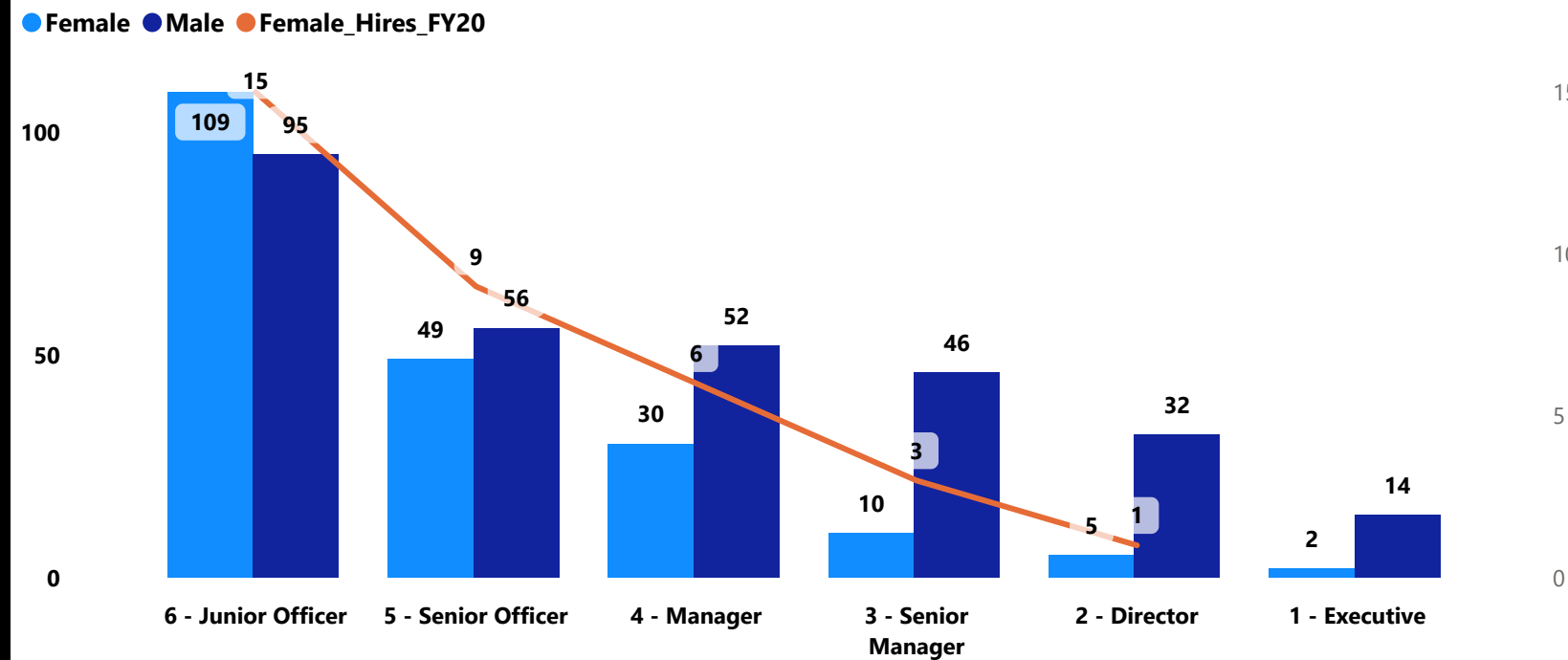
8.81%

%\_Male\_Leavers\_FY20

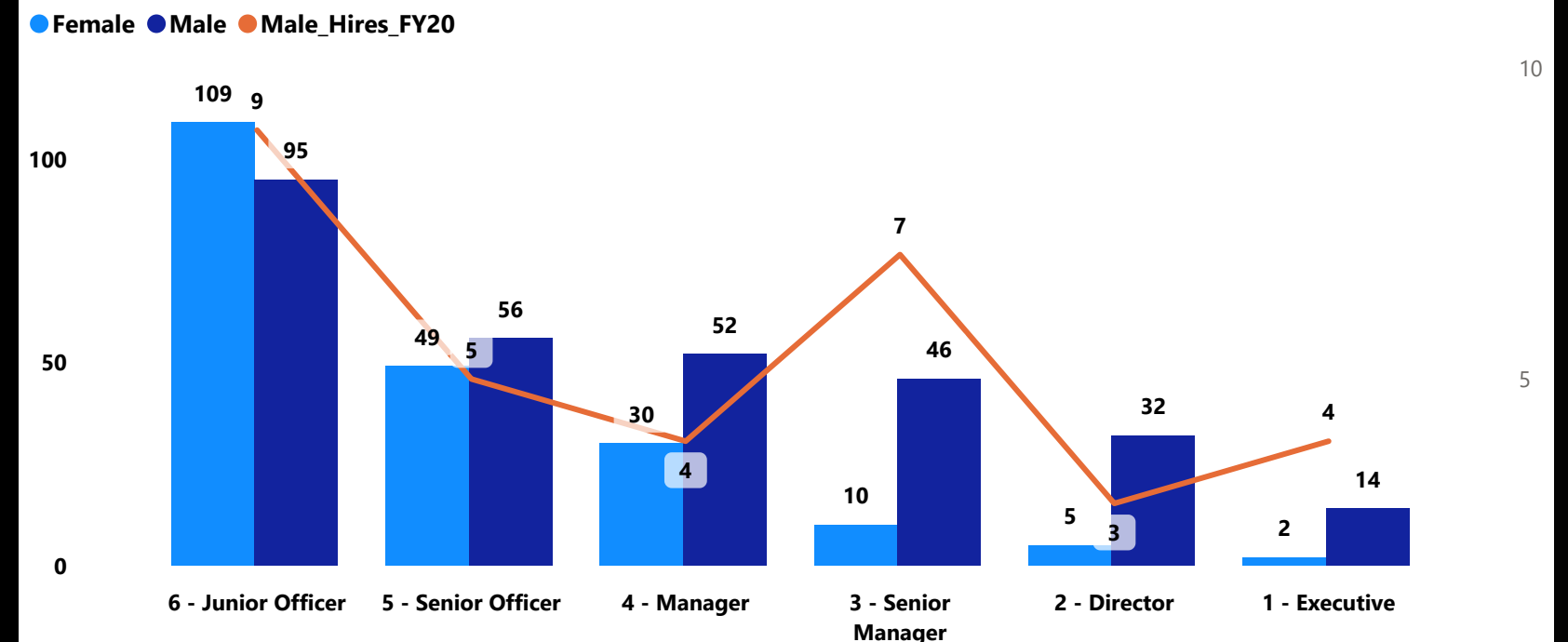
10.24%

%\_of\_Female\_Leavers\_FY20

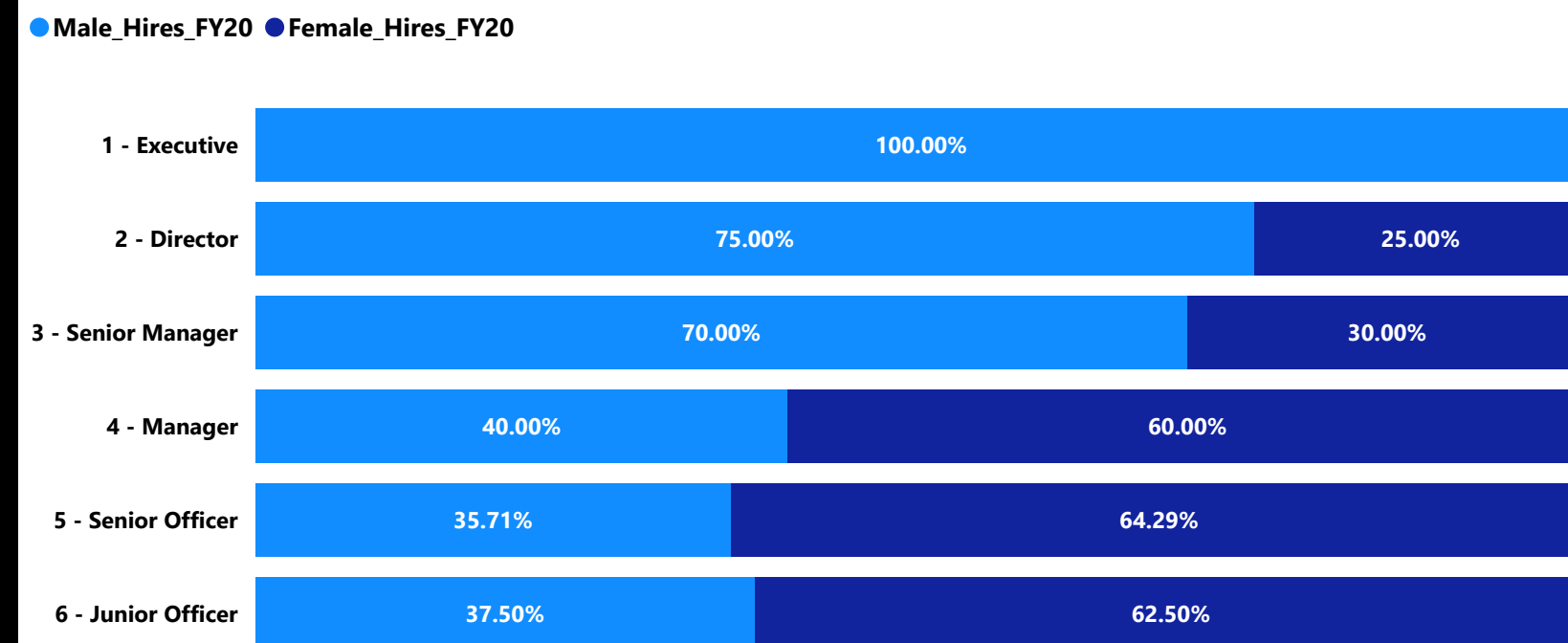
Female Hires by Job Level after FY20 promotions



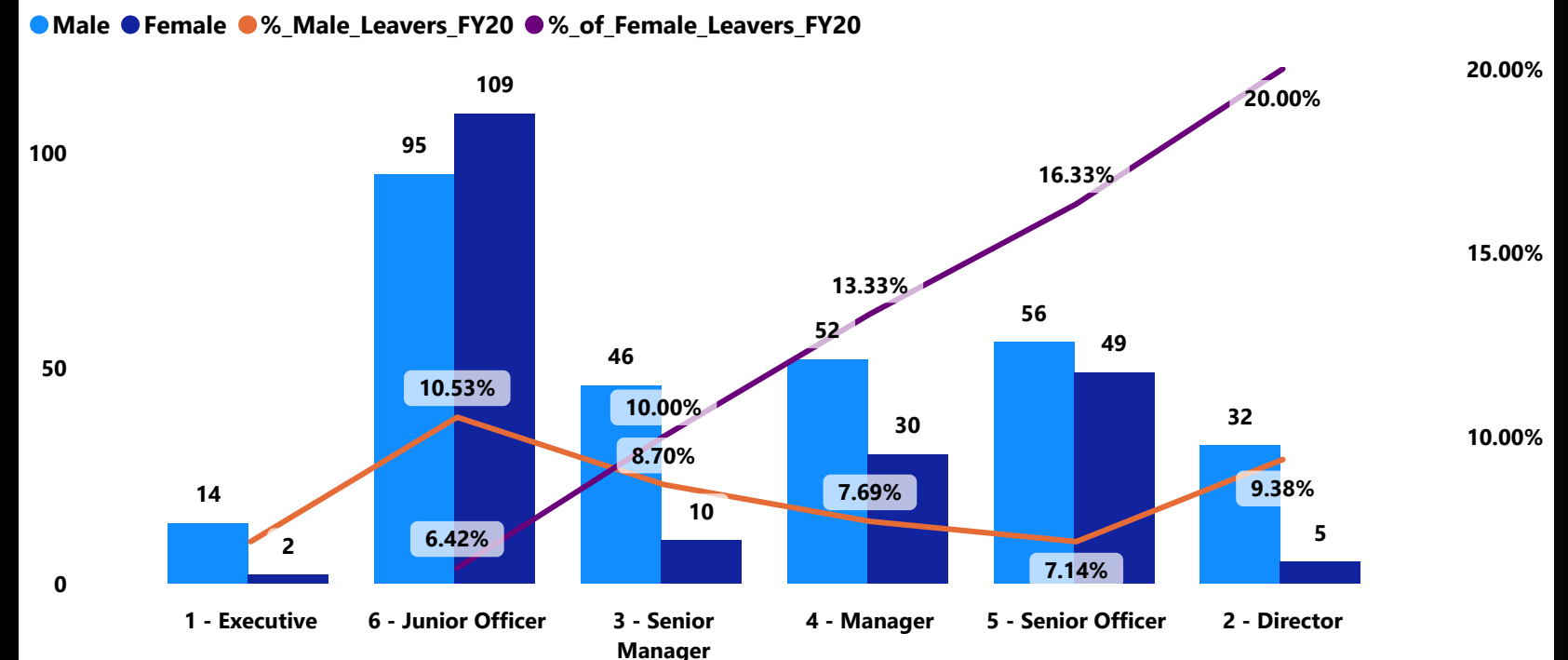
Male Hires by Job Level after FY20 promotions



Percentage by Job Level after FY20 promotions



% of Male and Female Leavers FY20 by Job Level after FY20 promotions





# Diversity & Inclusion Analytics Dashboard

Department  
All

Region  
All

Gender  
All

Broad region group  
All

36

Promotion\_in\_FY20

8.29%

Promotion\_Rate\_FY20

22.22%

% of Females Promoted FY20

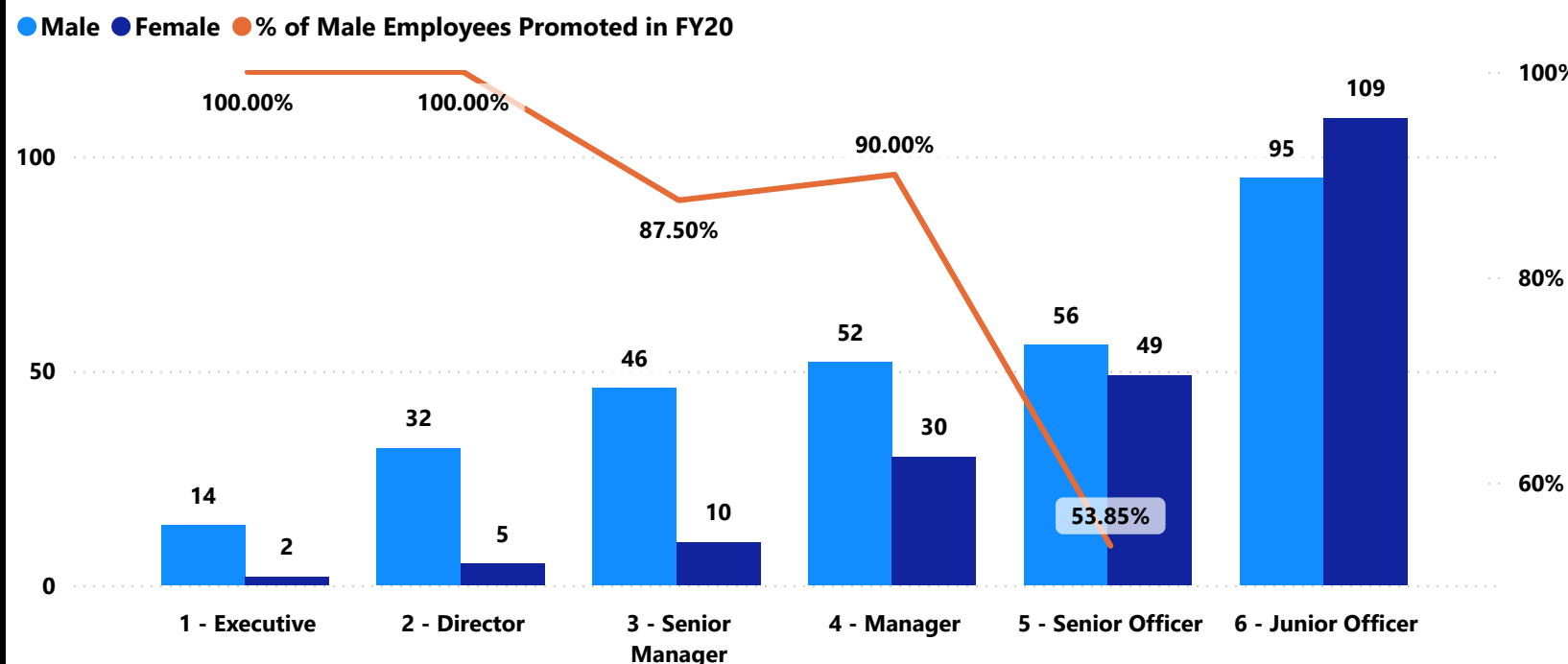
77.78%

% of Males Promoted F20

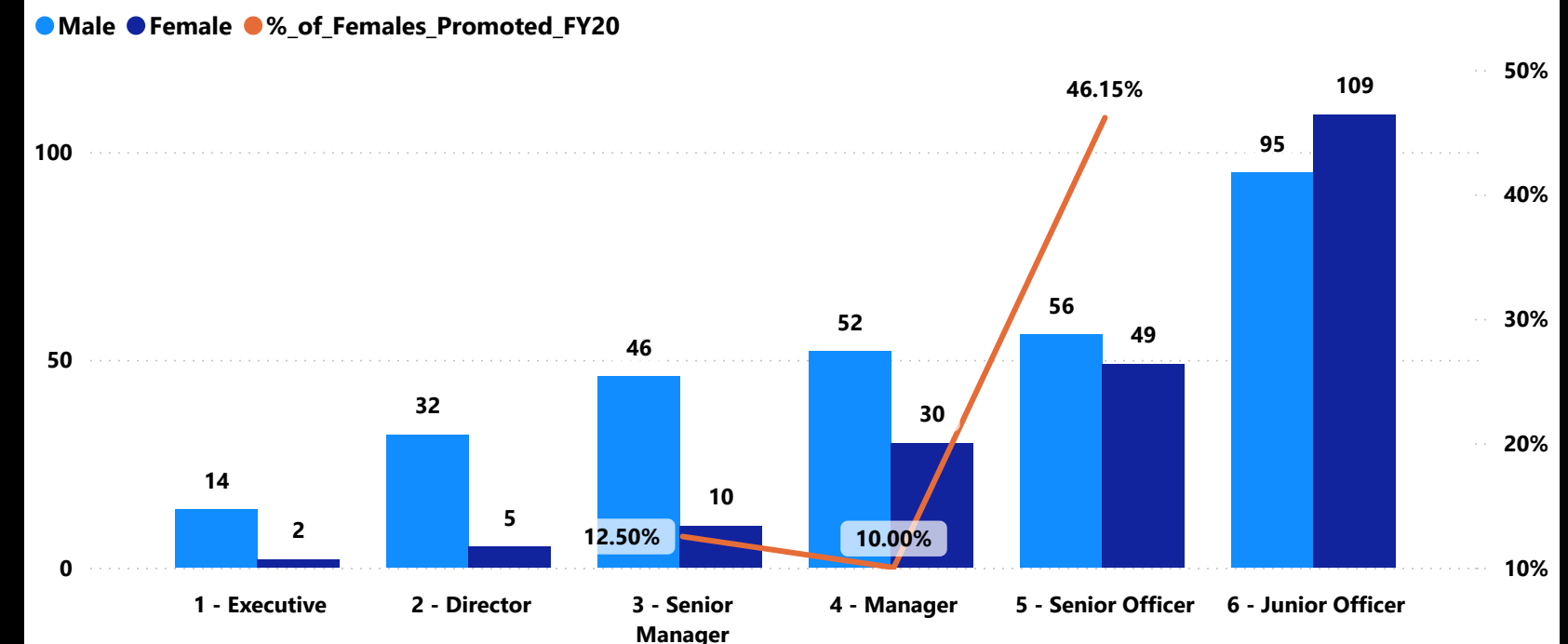
9.40

Turnover Rate FY20

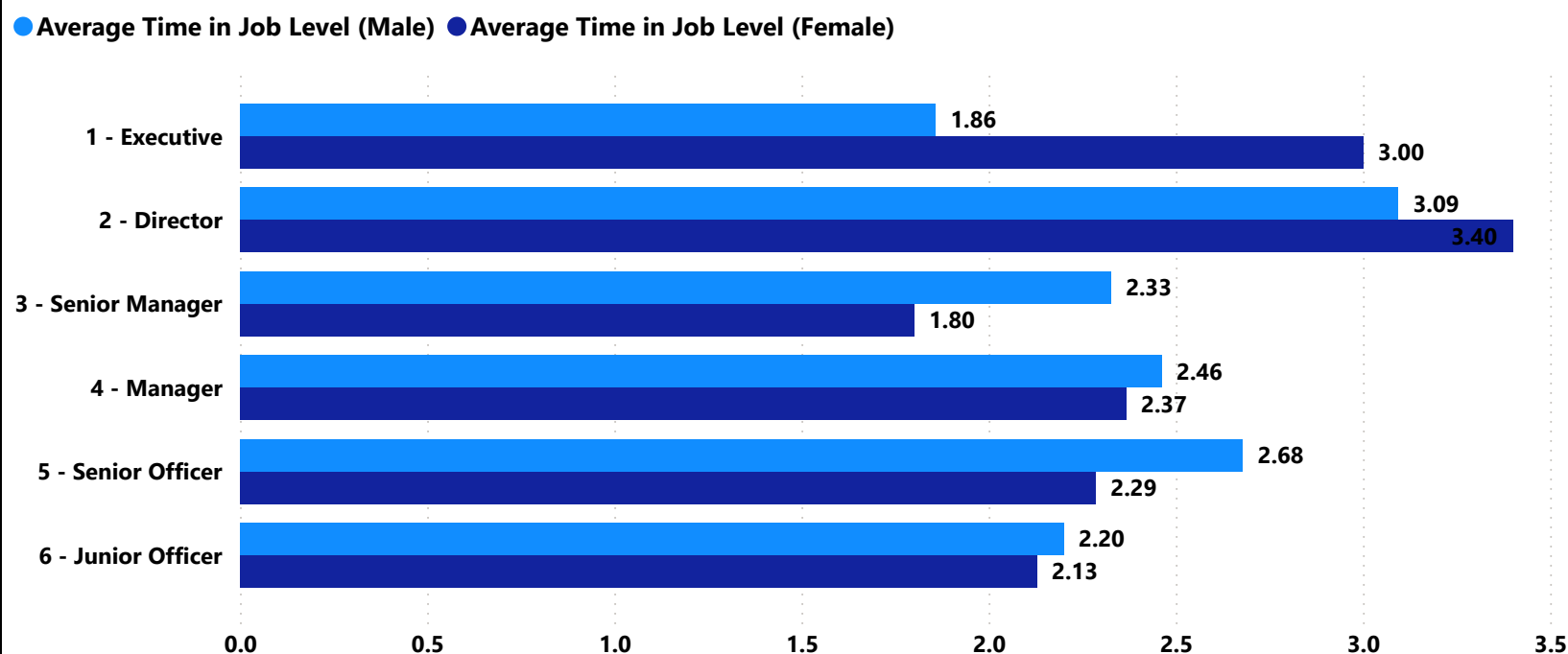
% of Male Employees Promoted in FY20 by Job Level after FY20 promotions



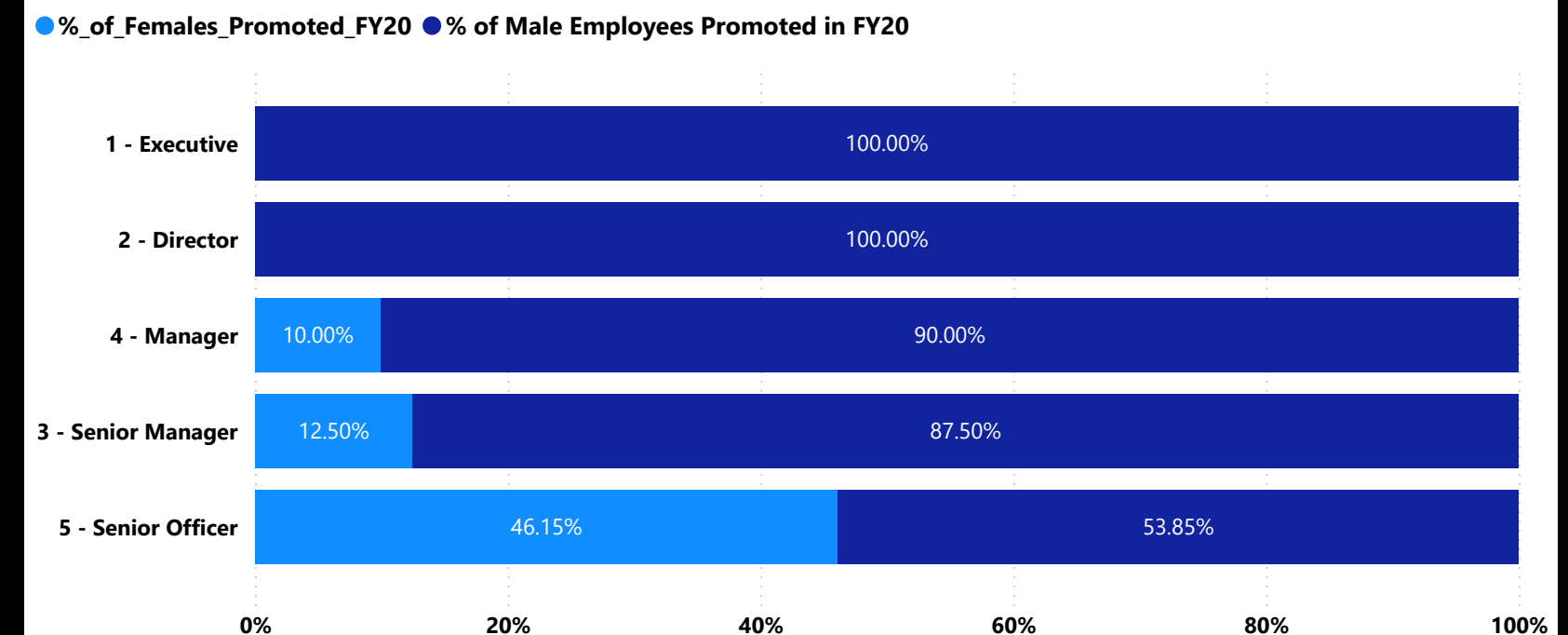
% of Females Promoted\_FY20 by Job Level after FY20 promotions



Average Time in Job Level

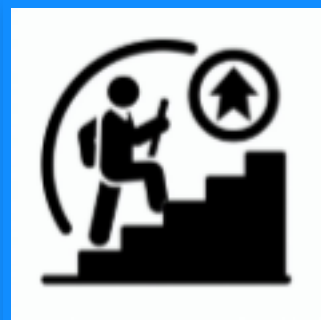


% of Females & Male Employees Promoted in FY20 by Job Level





# Diversity & Inclusion Analytics Dashboard



Department  
All

Region  
All

Gender  
All

Broad region group  
All

Average FY19 Performance Rating



Average FY20 Performance Rating



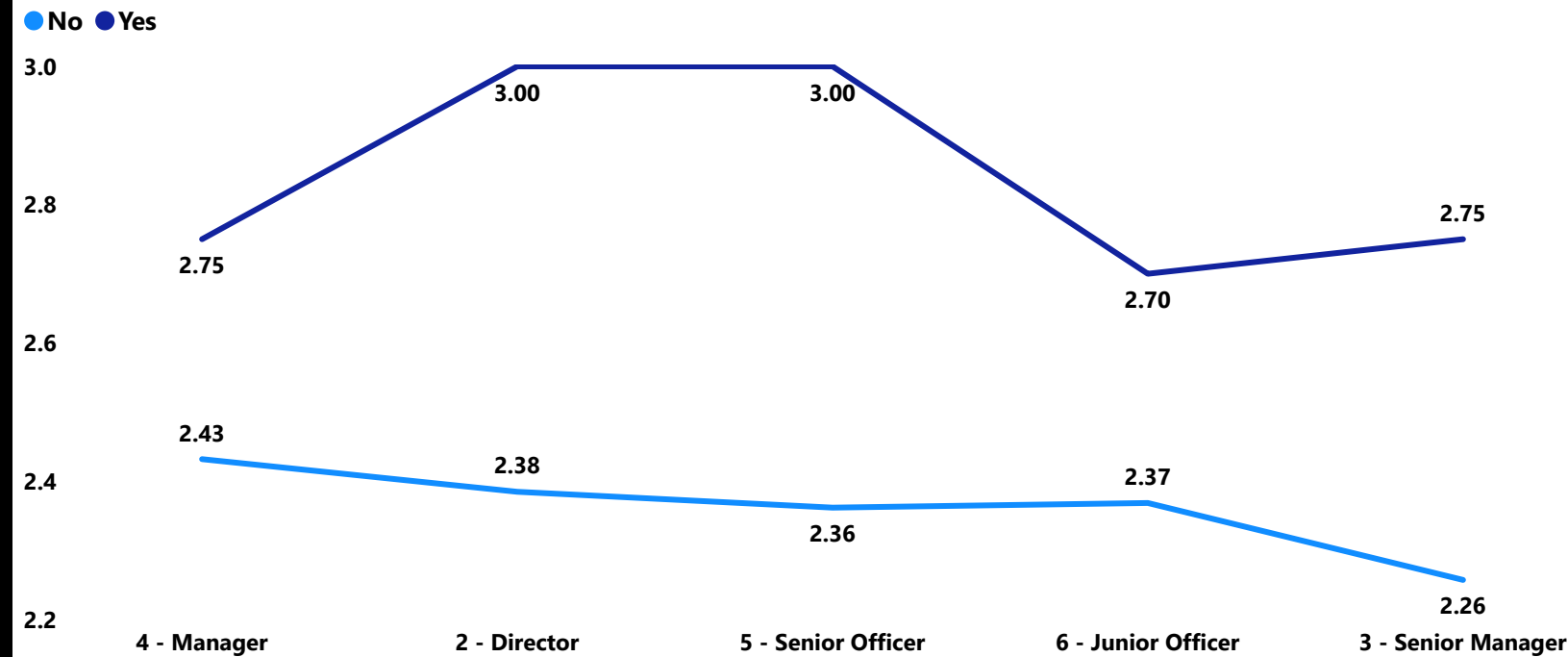
2.42

Average FY20 Performance Rating (Female)

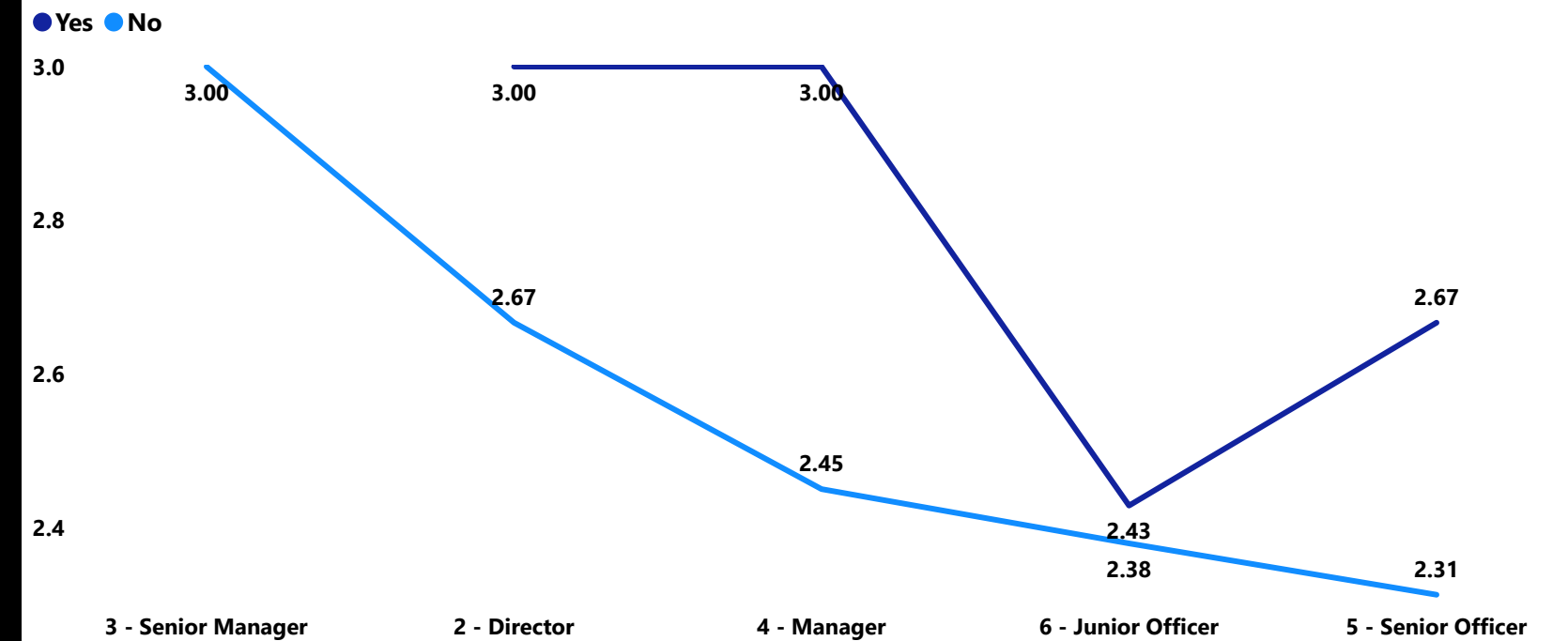
2.41

Average FY20 Performance Rating (Male)

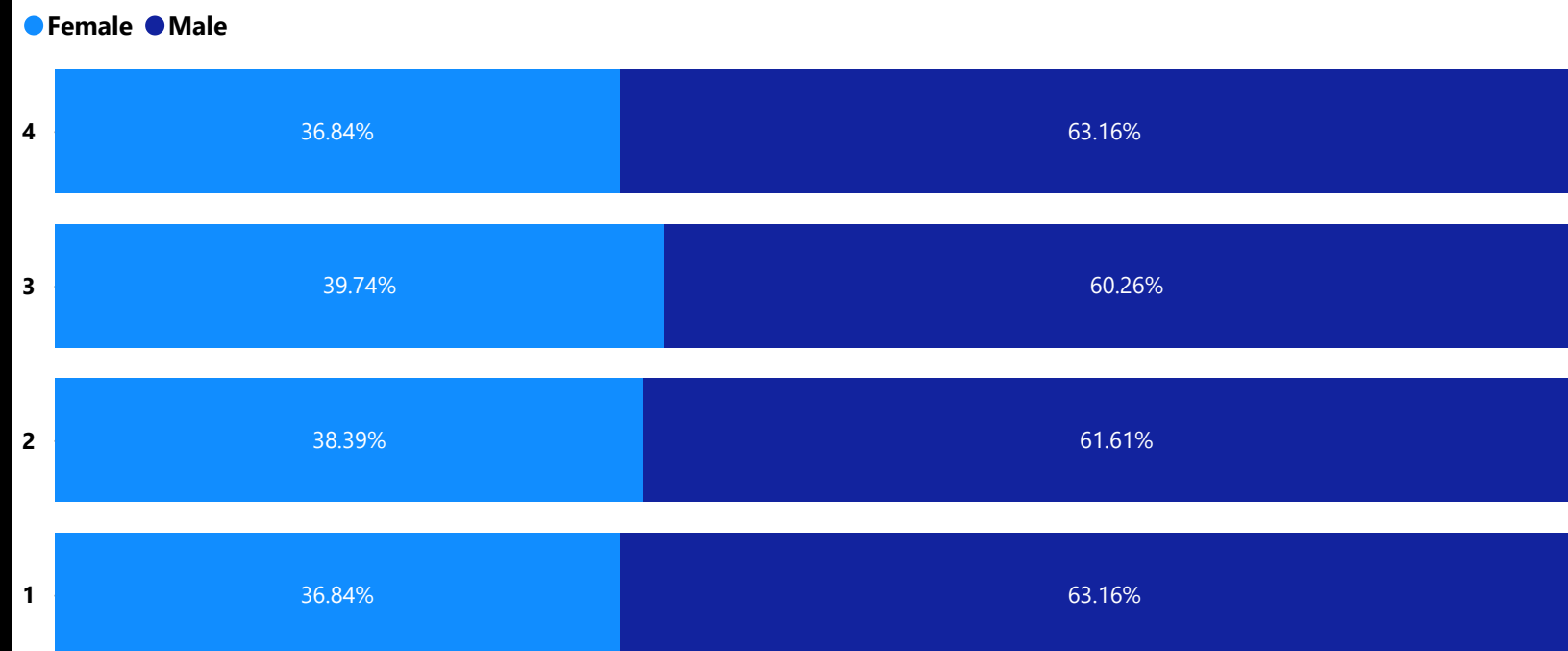
Average FY20 Performance Rating (Male) Leavers Vs Non-leaver



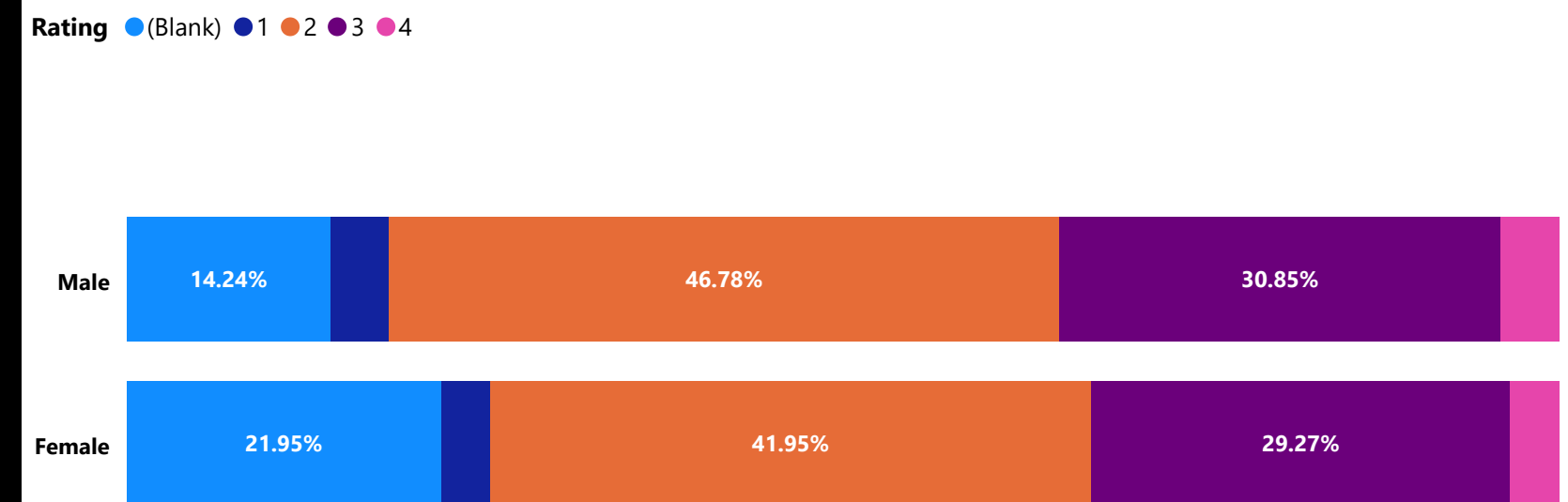
Average FY20 Performance Rating (Female) Leavers Vs Non-leaver



FY20 Performance Rating based on Gender



% of Employee by Gender Vs. FY20 Performance Rating



# Key Insights



1. **Total employees: 500, with 59% males (295) and 41% females (205).**
2. **Majority of employees are from Switzerland (52.8%), followed by France and Germany.**
3. **Largest department: Operations (40.6%), followed by Sales & Marketing (33.6%).**
4. **93% of employees work full-time; only 7% are part-time.**
5. **Total hires: 66 (13.2% of total employees).**
6. **Female hires accounted for 51.52%, while male hires were 48.48%.**
7. **Most hires occurred at the Junior Officer (Level 6) role, with 84.31% being female.**
8. **Total leavers: 47 (9.4% turnover rate), Male leavers: 88.1%, while female leavers: 10.24%.**
9. **High turnover observed among Junior Officers (Level 6), predominantly male (98.18%).**
10. **Promotion rate: 8.29% of total employees, Males accounted for 77.78% of promotions, while females were 22.22%.**
11. **Promotions for females were concentrated at lower levels (e.g., Junior Officer: 53.33% females).**
12. **Senior-level promotions (e.g., Executive and Director) were 100% male-dominated.**
13. **Average FY20 performance rating: 2.42 (females) and 2.41 (males).**
14. **Non-leavers maintained higher and stable ratings (~3.00), while leavers' ratings declined steadily.**
15. **A higher percentage of females received top ratings (4 and 3) compared to males.**
16. **Average time in job levels shows males generally spend longer in higher roles compared to females.**
17. **Male Directors (Level 2): 3.09 years, while female Directors: 2.33 years.**
18. **Male dominance is evident in senior-level hires and promotions.**
19. **Female promotions are primarily at junior levels, highlighting a potential glass ceiling.**
20. **High male turnover in entry-level roles (e.g., Junior Officer) suggests retention challenges.**