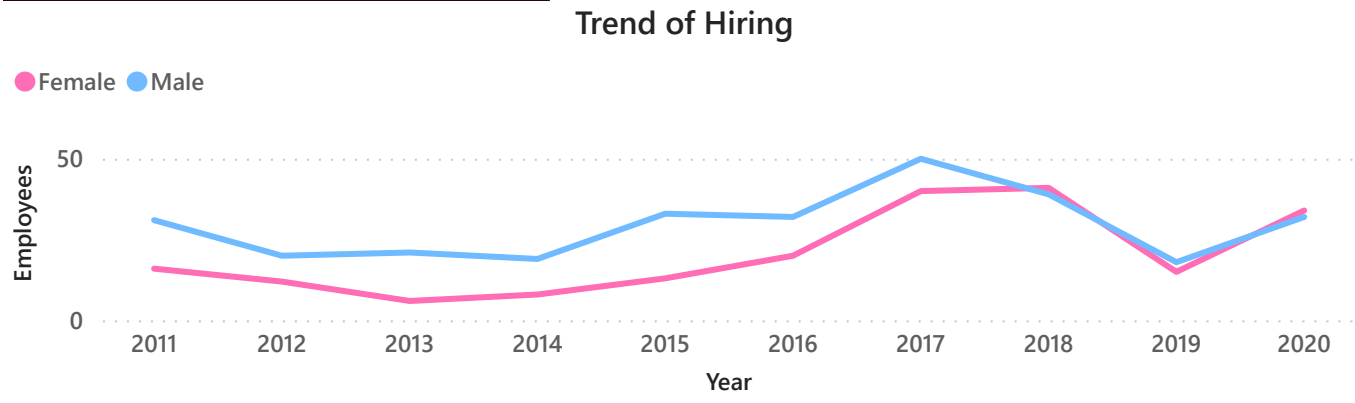




DIVERSITY & INCLUSION ANALYSIS

DASHBOARD BY OYENIYI BARAKAT

EMPLOYEE'S OVERVIEW



Total New Hire FY20

66

Total Leavers FY20

47

The number of male employees hired has always been hiring than the number of female employees, However, for diversity and inclusion female employees, however, should be considered during the interview process. The number of employees increased rapidly in 2015 and decreased rapidly in 2019, this could be as a result of the global COVID-19 pandemic. The hiring trend began to increase in 2020 when the economy started getting better.

EMPLOYEE'S PROFILE

In the Asia Pacific only Males are hired while in the Middle East only females are hired, this could be a result of the region being overpopulated by a certain gender. Thus, there is an urgent need for gender diversification and Inclusion in these regions. The percentage of male that works part-time is incredibly small compared to the percentage of women that work part-time, therefore, for diversity part-time work should be made available more for females.

From the ages of employees, it is obvious male employees are more favoured over female employees, Almost 50% of the female new hires are in the Operations dept while only 3% are in Finance & HR.

Total Employees

500

Female Employees

205

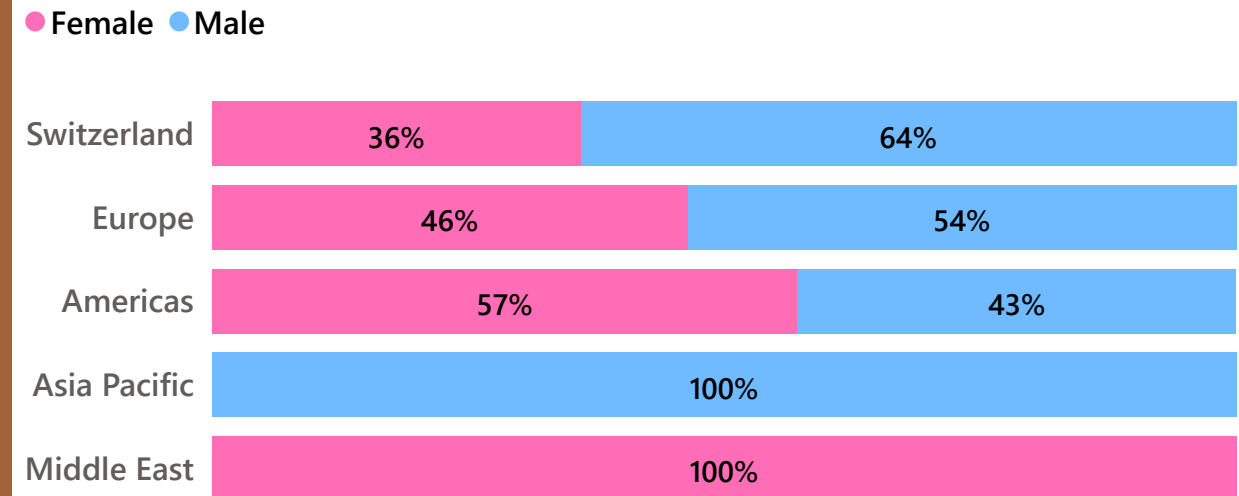
Male Employees

295

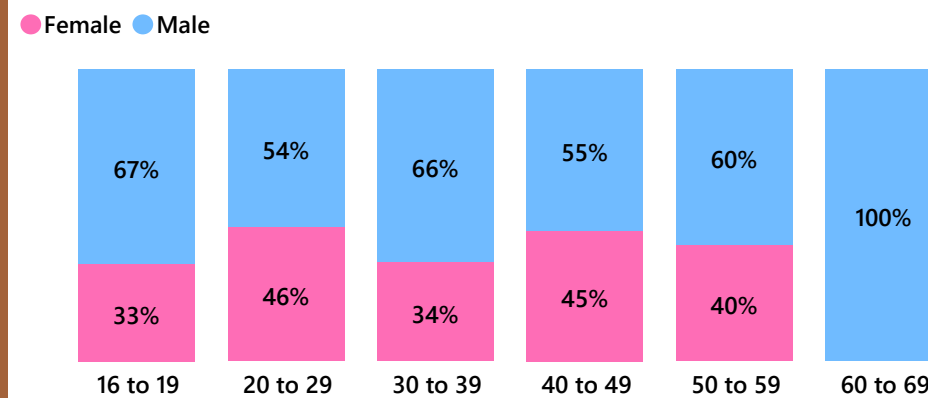
Time type %GT # of female %GT # of Male

Time type	%GT # of female	%GT # of Male
Full Time	84%	99%
Part Time	16%	1%

Region by Gender Distribution



Age by Gender Distribution



Department @01.07.2020 %GT # of female %GT # of Male

Department	%GT # of female	%GT # of Male
Finance	3%	4%
HR	6%	2%
Internal Services	12%	16%
Operations	49%	35%
Sales & Marketing	29%	37%
Strategy	2%	6%

EMPLOYEE'S PERFORMANCE & PROMOTION

Total Promotion FY20

36

Total Promotions FY21

51

Avg Performance Rating FY 19

Female

2.56

Male

2.58

Promotion in FY20? Promotion in FY21? %GT # of female %GT # of Male

Promotion in FY20?	Promotion in FY21?	%GT # of female	%GT # of Male
N	No	87%	81%
Y	No	4%	8%
N	Yes	9%	10%
Y	Yes	0%	1%

Avg Performance Rating FY 20

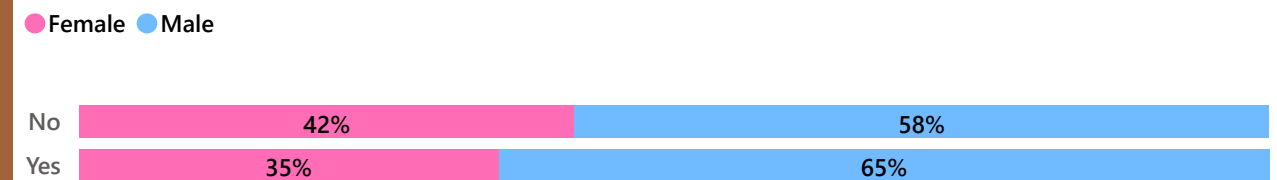
Female

2.42

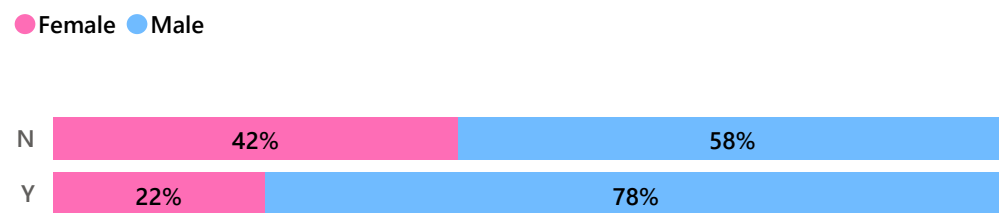
Male

2.41

Promotion in FY21



Promotion in FY20



Job Level after FY20 promotions %GT # of female %GT # of Male

Job Level	%GT # of female	%GT # of Male
1 - Executive	1%	5%
2 - Director	2%	11%
3 - Senior Manager	5%	16%
4 - Manager	15%	18%
5 - Senior Officer	24%	19%
6 - Junior Officer	53%	32%

Job Level after FY21 promotions %GT # of female %GT # of Male

Job Level	%GT # of female	%GT # of Male
1 - Executive	10%	9%
2 - Director	1%	5%
3 - Senior Manager	2%	10%
4 - Manager	5%	16%
5 - Senior Officer	12%	18%
6 - Junior Officer	24%	16%
7 - Junior Officer	44%	26%

The Avg performance rating FY20 dropped compared to FY19.

Employees were promoted more in FY21 compared to FY20, female employees are hired mostly with lower grades like Junior Officer.

Only 1% of female employees are Executives, similar FY21. Therefore, there is a need for gender diversity and the inclusion of more female employees at work.