



Key Performance Indicators



295

of men

205

of women

of Employees

500

36

of promotions

47

of leavers

- Men (59%) are hired more than women (41%). 9% of the men are promoted to senior positions but only 4% of women. The turnover rate of women (10%) is a bit higher than of men (9%).
- Overall men have been promoted far more than women for any position or any department.
- The higher ratio of hiring men for Strategy (82%), Finance and Internal Service (67%), and Sales & Marketing (65%) must be fixed.
- Men are predominately hired for senior positions, i.e. Executive (88%), Director (86%), Senior Manager (82%). While women have comparable numbers in junior positions. Even though the average ratings of women are higher for senior positions, i.e. Director (2.8), Senior Manager (3).
- There's a high ratio of women (71%) in HR as compared to men (29%). Also men covers all the turnover rate in HR.

Diversity and Inclusion



Age Group

All

Department

All

Job Level

All

Region

All

Rating

All

★ Performance

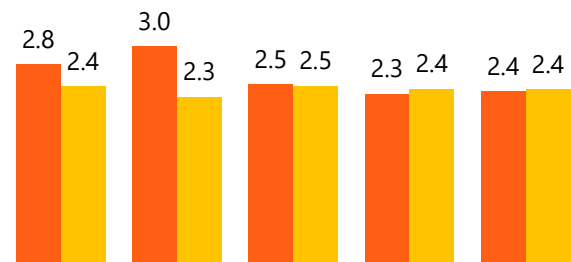
2.41

avg male perf fy20

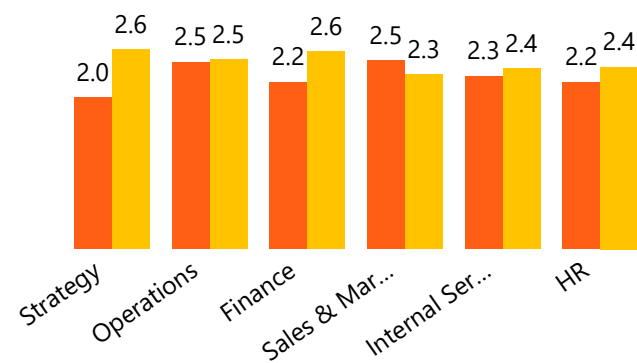
2.42

avg female perf fy20

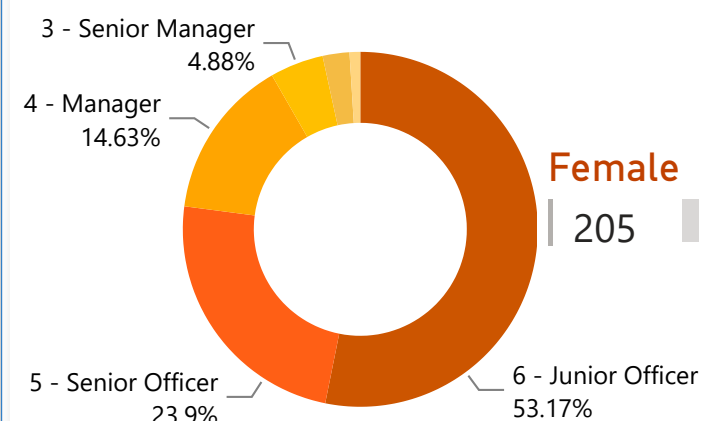
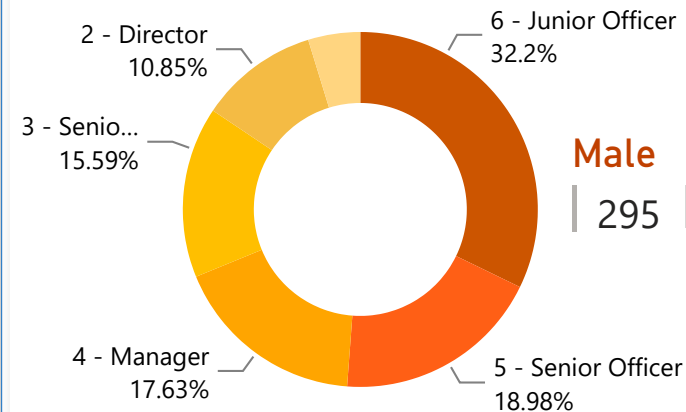
Gender ● Female ● Male



Gender ● Female ● Male

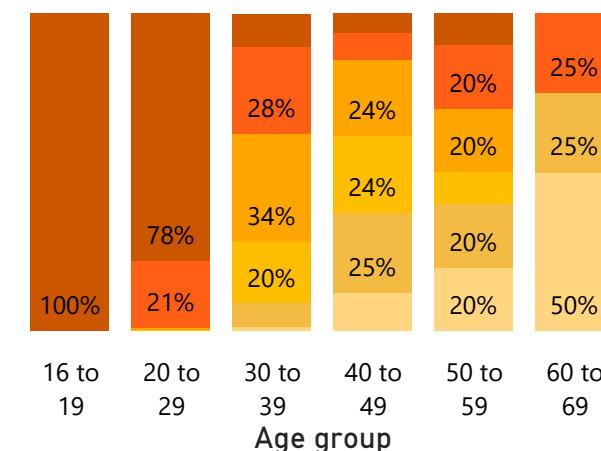


Gender Distribution

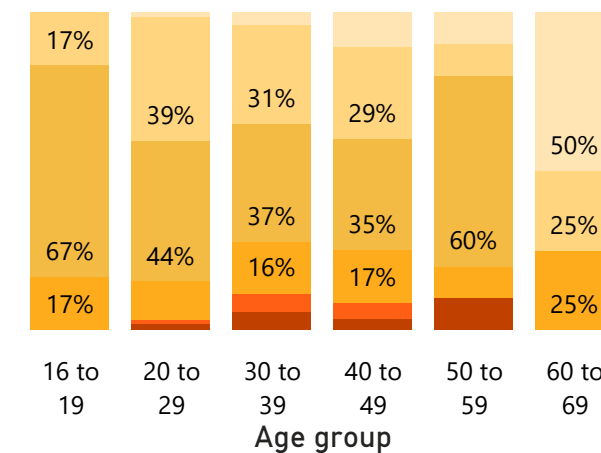


Age Distribution

Job Level ... ● 1 - Executive ● 2 - Director



Last Depa... ● Finance ● HR ● Internal Services





Diversity and Inclusion



Age Group

All

Department

All

Job Level

All

Region

All

Rating

All



Hiring

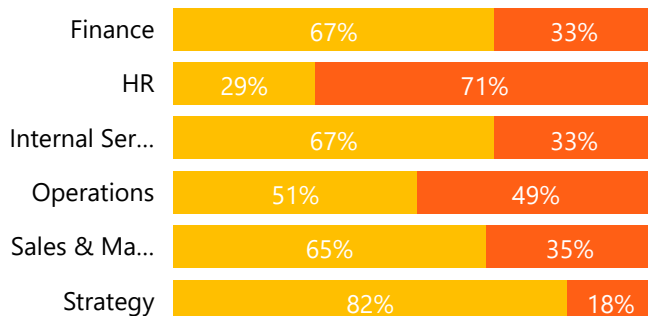
59%

% hire men

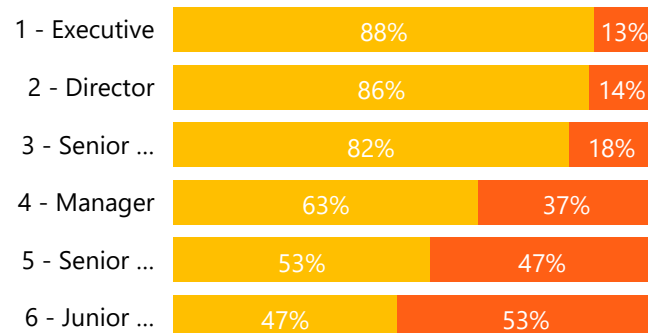
41%

% hire women

● % hire men ● % hire women



● % hire men ● % hire women



Leaving

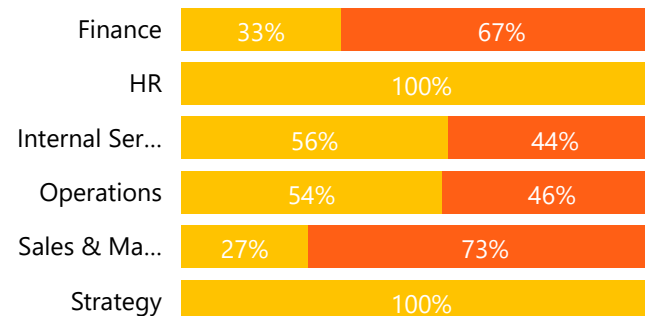
9%

% turnover men

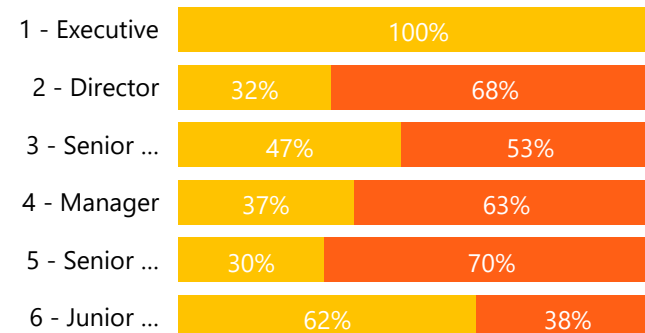
10%

% turnover women

● % turnover men ● % turnover women



● % turnover men ● % turnover women



Promotions

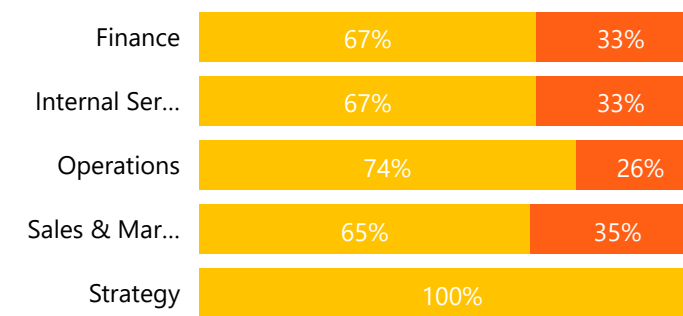
9%

% men promoted fy20

4%

% women promoted fy20

● % men promoted fy20 ● % women promoted fy20



● % men promoted fy20 ● % women promoted fy20

