Phonenow: HR Analytics (Diversity & Inclusion)

pwc

Gender
All ▾

Age Group
All ▾

Department
All ▾

Region Group
All ▾

Hiring

Count of Employee ID by Gender

205 (41%) 295 (59%)

Gender
- Male
- Female

Count of Employee ID and Percentage of Women Hired by Job Level after FY20 promotions and Gender

Gender ● Female ● Male ● Percentage of Women Hired

Job Level	Female	Male	Percentage of Women Hired
1 - Executive	2	14	12.50%
2 - Director	5	32	
3 - Senior Manager	10	46	
4 - Manager	30	52	36.59%
5 - Senior Officer	49	56	46.67%
6 - Junior Officer	109	95	

Promotions

Promotions by Grade of Employee

Gender ● Female ● Male ● Percentage of Women Hired

Job Level after FY21 promotions	Female	Male	Percentage of Women Hired
1 - Executive	3	16	15.79%
2 - Director	4	29	
3 - Senior Manager	11	46	19.30%
4 - Manager	25	54	
5 - Senior Officer	50	46	52.08%
6 - Junior Officer	91	78	

Average Time (Years) for Promotions

Gender ● Female ● Male

Job Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Manager	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Officer	2.29	2.68
6 - Junior Officer	2.13	2.20

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Gender
All ∨

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All ∨

TurnOver

Average of FY19 Performance Rating by Job Level after FY20 promotions, Left in FY20 and Gender

10.24%	**8.81%**
FY20 Female Turnover	FY20 Male Turnover

Left in FY20 ● No ● Yes

Female

Average of FY19 Perf...

3.00, 2.67, 2.65, 2.75, 3.00
2.00, 2.33, 2.50, 2.32, 2.59

Male

Average of FY19 Perf...

3.00, 3.67, 3.25, 3.00, 3.00, 2.77
2.44, 2.52, 2.43, 2.39, 2.41, 2.89

1 - Executive | 2 - Director | 3 - Senior Manager | 4 - Manager | 5 - Senior Officer | 6 - Junior Officer

Job Level after FY20 promotions

Performance Rating

2.42	**2.41**
Avg Rating for Female	Avg Rating for Male

Count of Employee ID by FY20 Performance Rating and Gender

Gender ● Female ● Male

FY20 Performance Rating

Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%

0% — 20% — 40% — 60% — 80% — 100%

Count of Employee ID by Gender and FY20 Performance Rating

FY20 Performance Rating ● 1 ● 2 ● 3 ● 4

Gender	2	3
Male	54.55%	35.97%
Female	53.75%	37.50%

0% — 20% — 40% — 60% — 80% — 100%

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Gender

All ⌄

Age Group

All ⌄

Department

All ⌄

Region Group

All ⌄
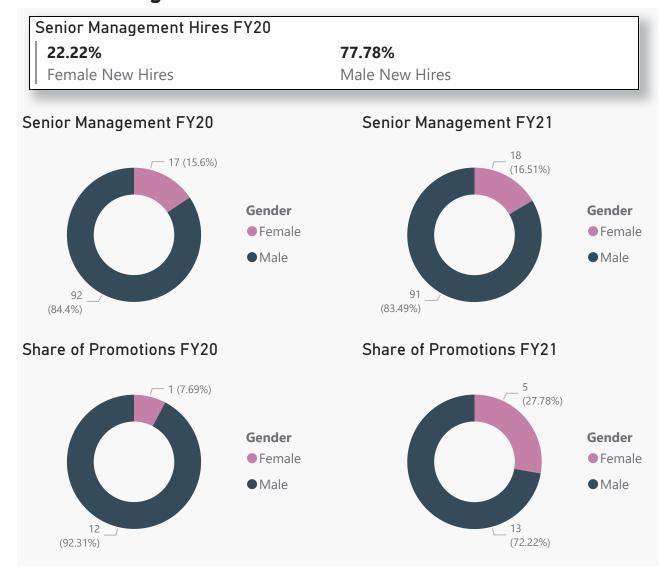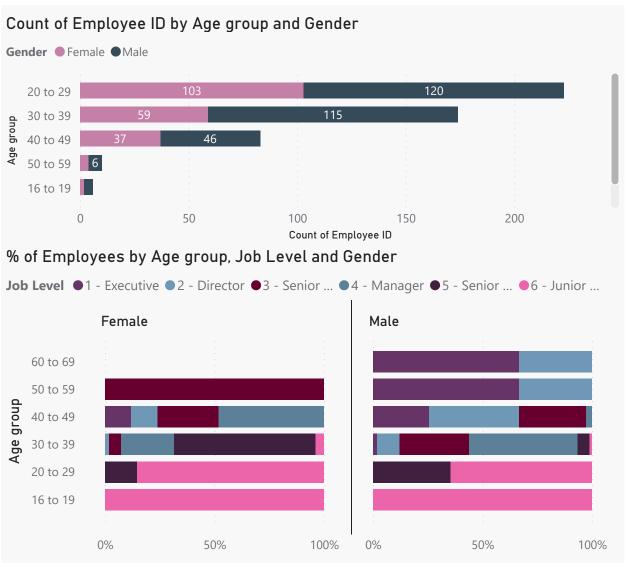
Senior Management Gender Balance

Senior Management Hires FY20

22.22%
Female New Hires

77.78%
Male New Hires

Senior Management FY20

17 (15.6%)

Gender
● Female
● Male

92 (84.4%)

Senior Management FY21

18 (16.51%)

Gender
● Female
● Male

91 (83.49%)

Share of Promotions FY20

1 (7.69%)

Gender
● Female
● Male

12 (92.31%)

Share of Promotions FY21

5 (27.78%)

Gender
● Female
● Male

13 (72.22%)

Age Groups

Count of Employee ID by Age group and Gender

Gender ● Female ● Male

Age group	
20 to 29	103 / 120
30 to 39	59 / 115
40 to 49	37 / 46
50 to 59	6
16 to 19	

Count of Employee ID (0, 50, 100, 150, 200)

% of Employees by Age group, Job Level and Gender

Job Level ● 1 - Executive ● 2 - Director ● 3 - Senior ... ● 4 - Manager ● 5 - Senior ... ● 6 - Junior ...

Female

Age group	
60 to 69	
50 to 59	
40 to 49	
30 to 39	
20 to 29	
16 to 19	

(0%, 50%, 100%)

Male

(0%, 50%, 100%)

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Gender

All

Age Group

All

Department

All

Region Group

All

Nationality

Employees by Nationality and Gender

Gender ● Female ● Male

Canada

Sweden

Netherlands

Russia

United Kingdom

Denmark

Germany

France

Belgium

Greece

United States

Spain

Portugal

Israel

China

Japan

Switzerland

Lebanon

Malaysia

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