

Welcome!



Diversity and Inclusion: Gender Balance in the executive suite.

Summary

Key Performance Indicators

KPI #1: Hiring by Gender and Position

Measures the distribution of new hires across different positions within the organization, providing insights into gender representation in the recruitment process.

KPI #2: Promotions by Gender and Position

Tracks the proportion of promotions granted to individuals of different genders across various positions, evaluating gender equity and advancement opportunities within the organization.

KPI #3: Turnover by Gender and Position

Examines the rate of employee turnover by gender and position, highlighting potential disparities in retention and identifying areas where gender-related attrition may require attention.

KPI #4: Performance by Gender, Age and Position

Assesses the performance of employees based on gender, age, and position, enabling the organization to identify potential disparities, address biases, and promote a fair and inclusive performance evaluation process.

KPI #5: Demographics by Gender and Position

Analyzes the demographic composition, including age, education level, and other relevant variables, of employees based on gender and position, offering insights into the diversity and representation within different roles within the organization.



Mapping Gender Diversity In Hiring



Gender



All



Age Group



All



Nationality



All



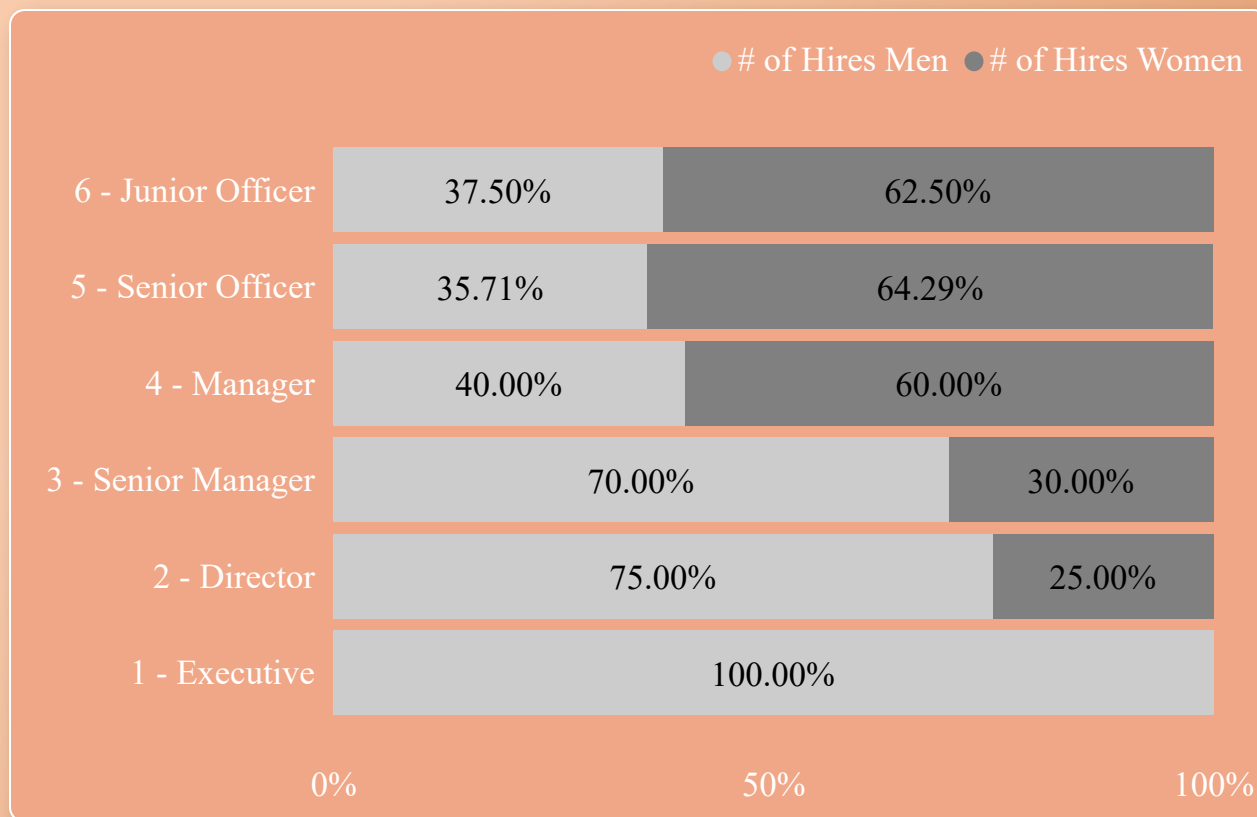
Position



All



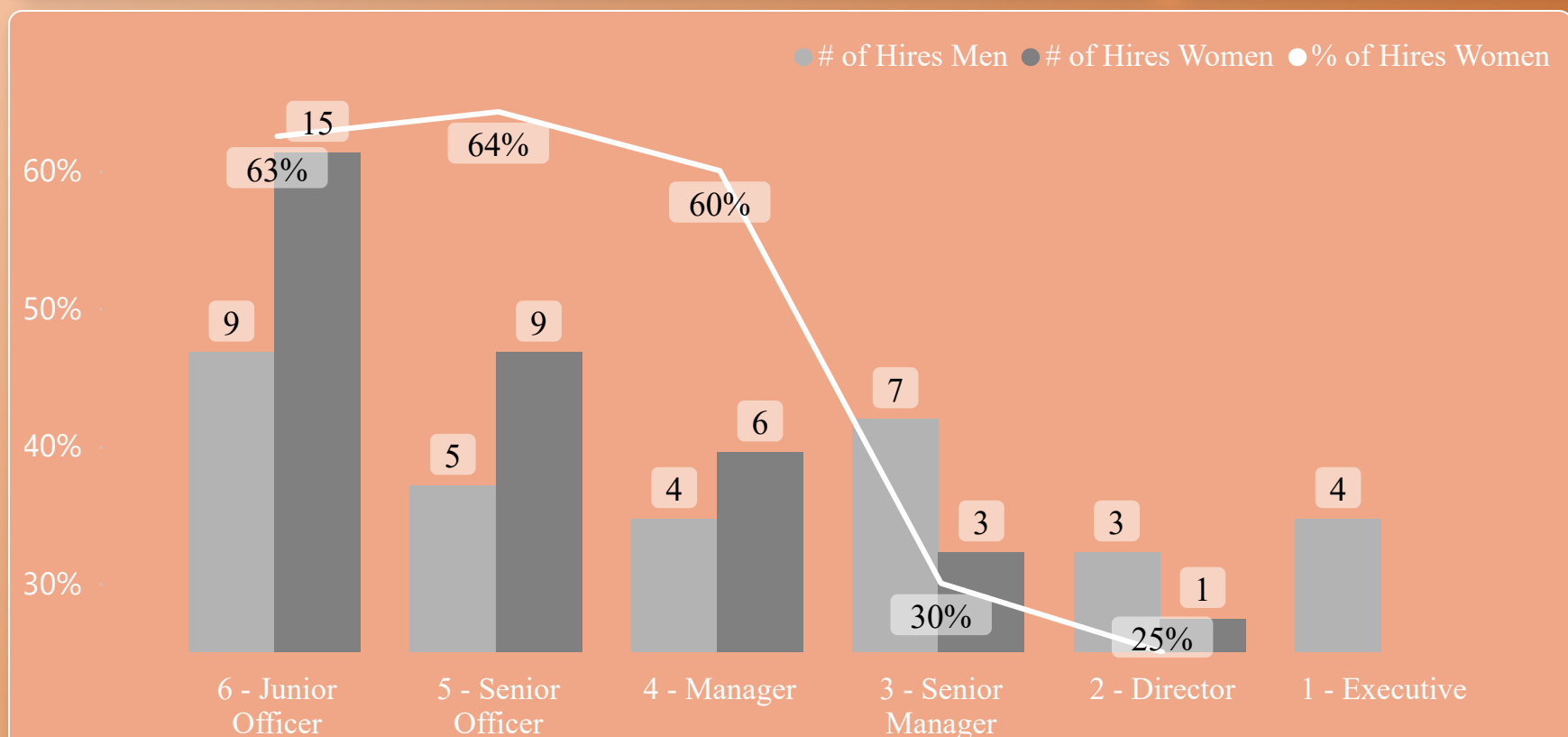
KPI #1 - Hiring by Gender and Position



13%
% of New Hires (FY20)

48%
% of Hires Men

52%
% of Hires Women





A Positional Analysis of Promotions



Gender



All



Age Group



All



Nationality



All



Position

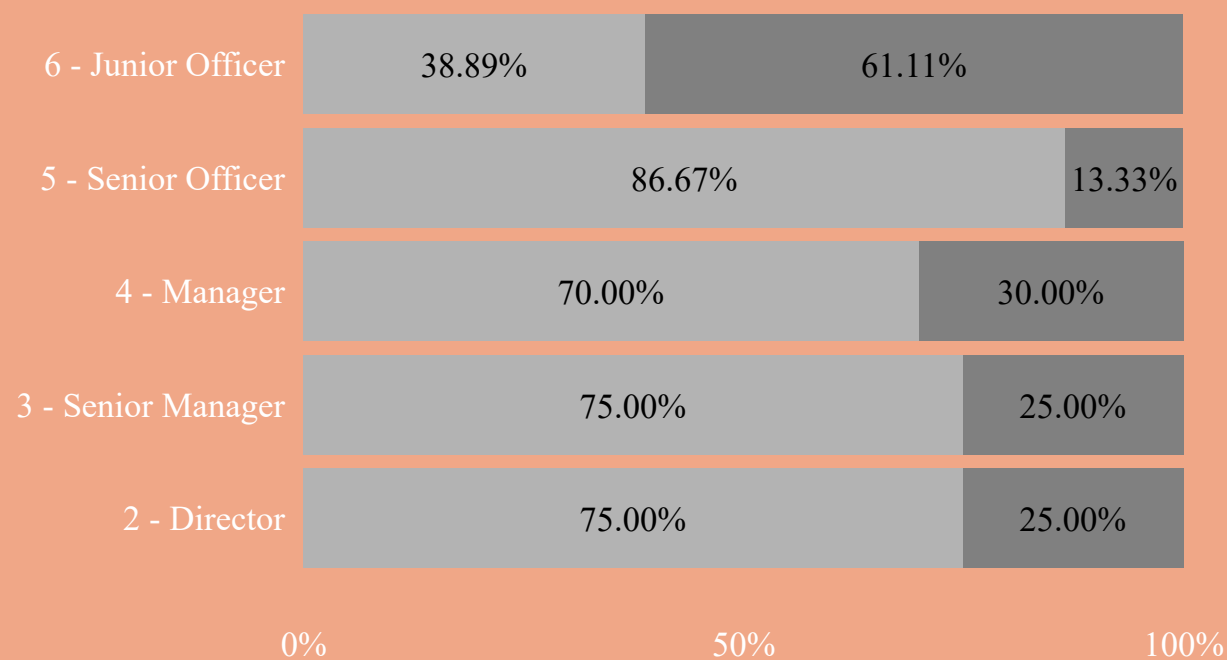


All



KPI #2 - Promotions by Gender and Position

● # of Men Promoted (FY21) ● # of Women Promoted (FY21)



10%

% of Employees Prom...

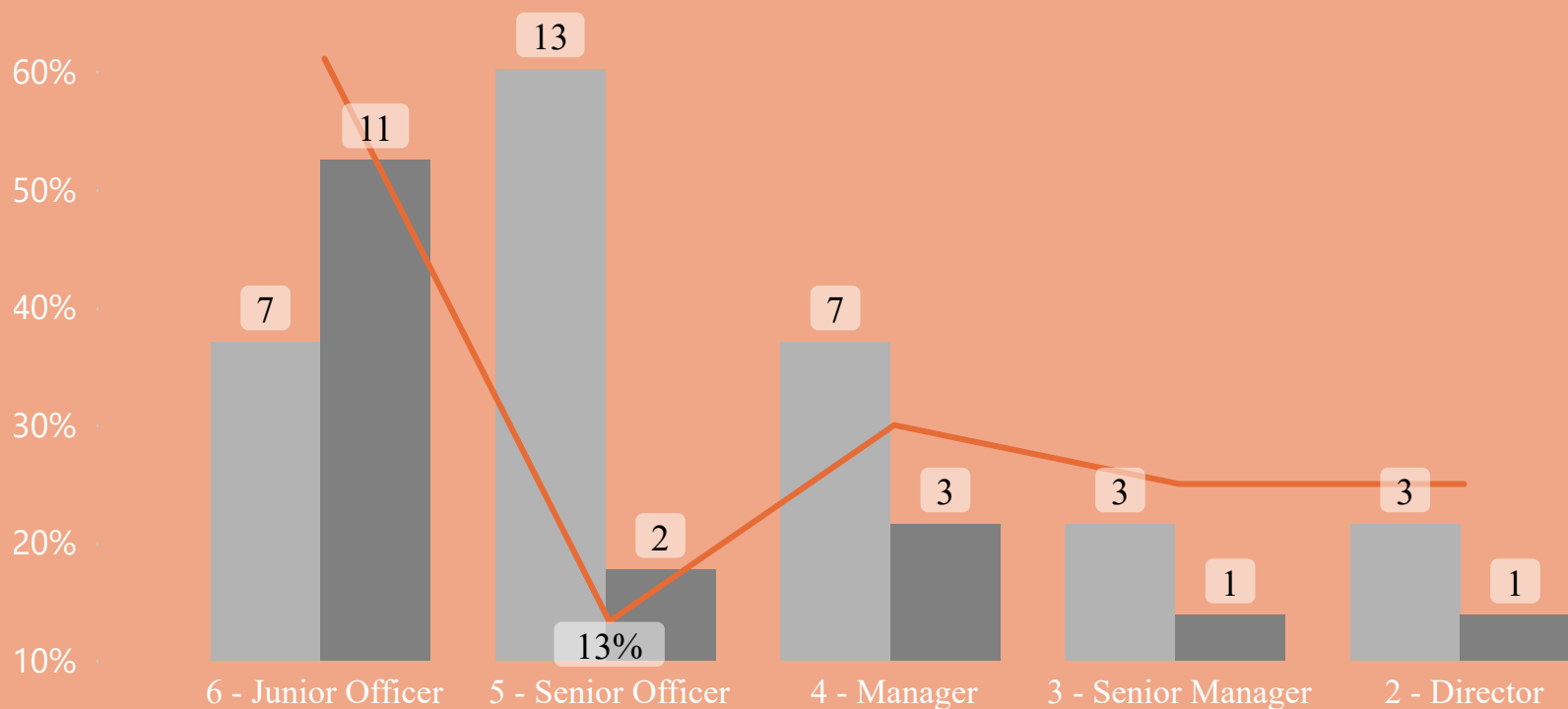
65%

% of Men Promoted (...)

35%

% of Women Promote...

● # of Men Promoted (FY21) ● # of Women Promoted (FY21) ● % of Women Promoted (FY21)





Analysis of Employee Turnover Rate



Gender



All



Age Group



All



Nationality



All



Position

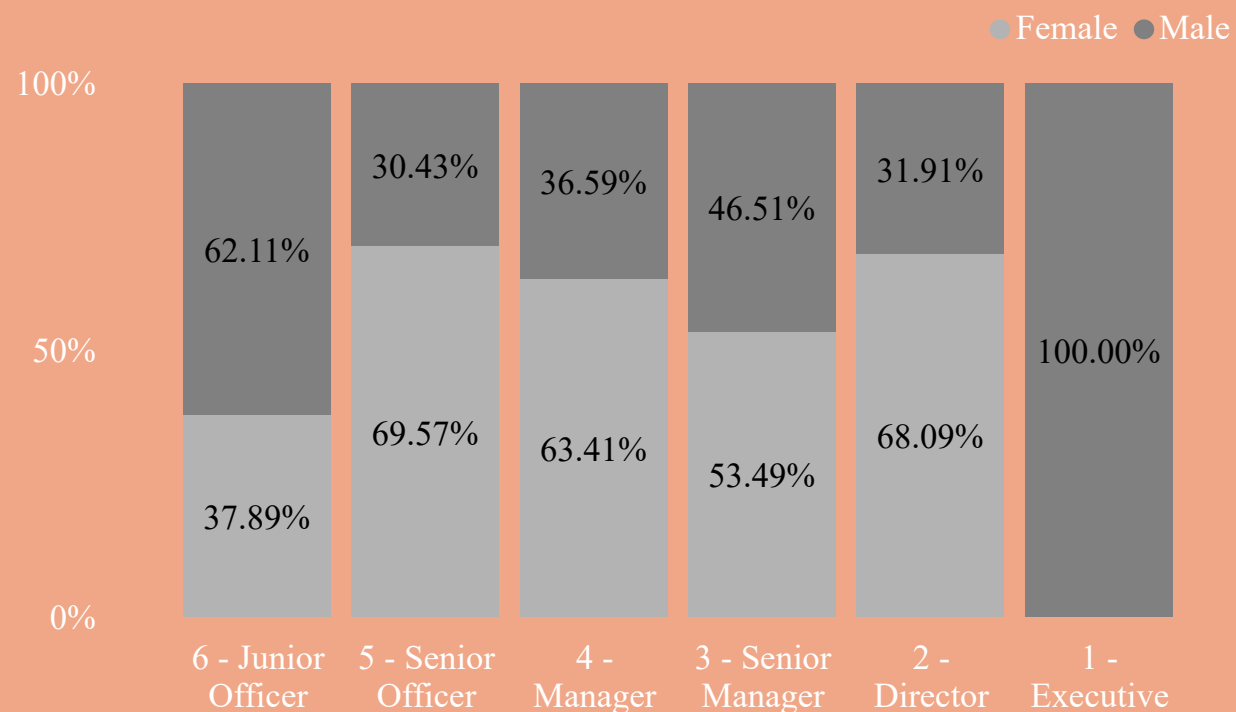


All



KPI #3 - Turnover by Gender and Position

Turnover Rate



9%

% of Turnover

55%

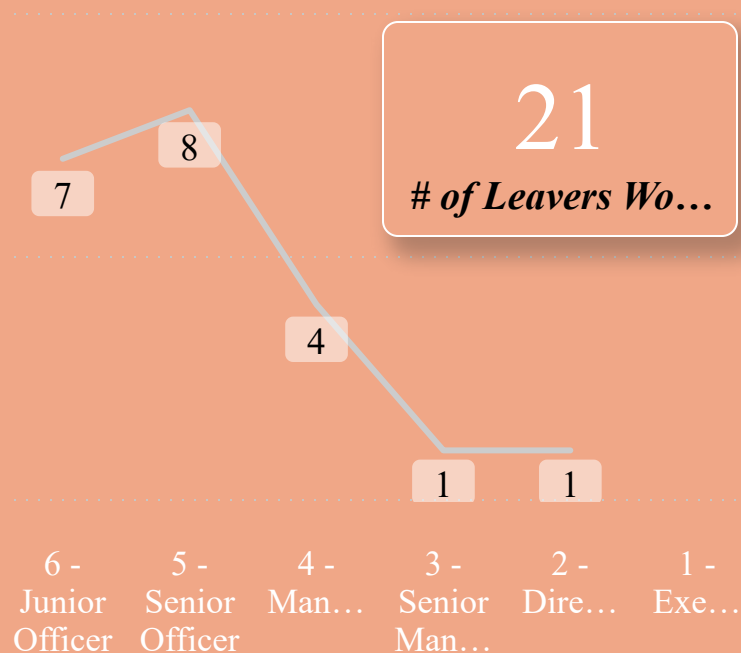
% of Leavers Men

45%

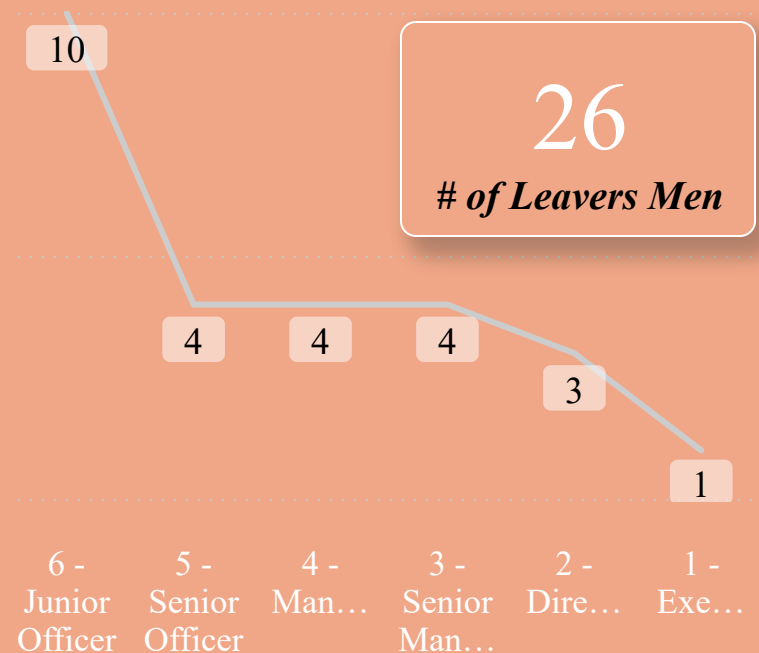
% of Leavers Women

Leavers

Female



Male





Gender Performance Rating Dashboard



Gender



All



Age Group



All



Nationality



All



Position



All



KPI #4 - Performance by Gender, Age and Position

Average Performance Rating



2.41/5

Average Performance Rating

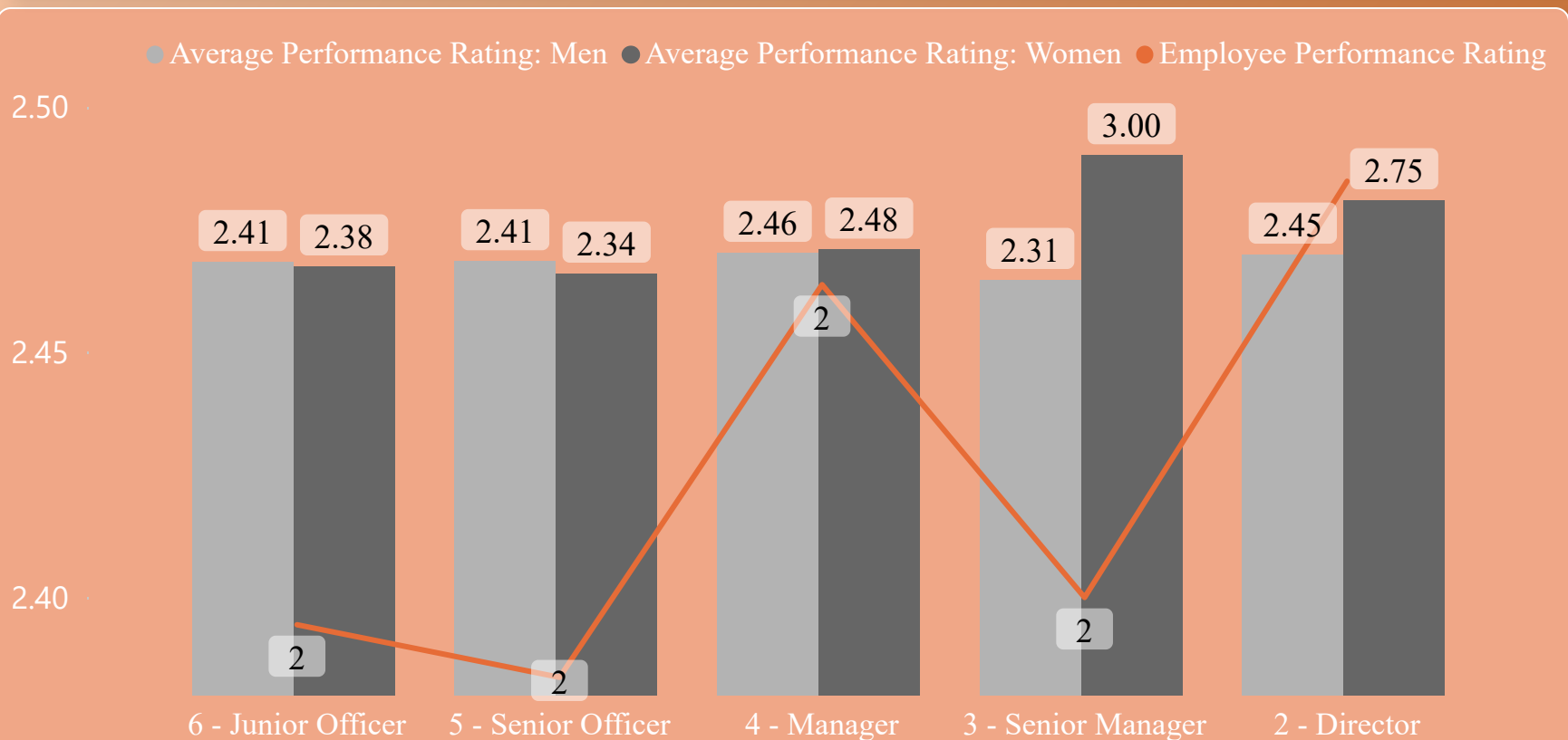
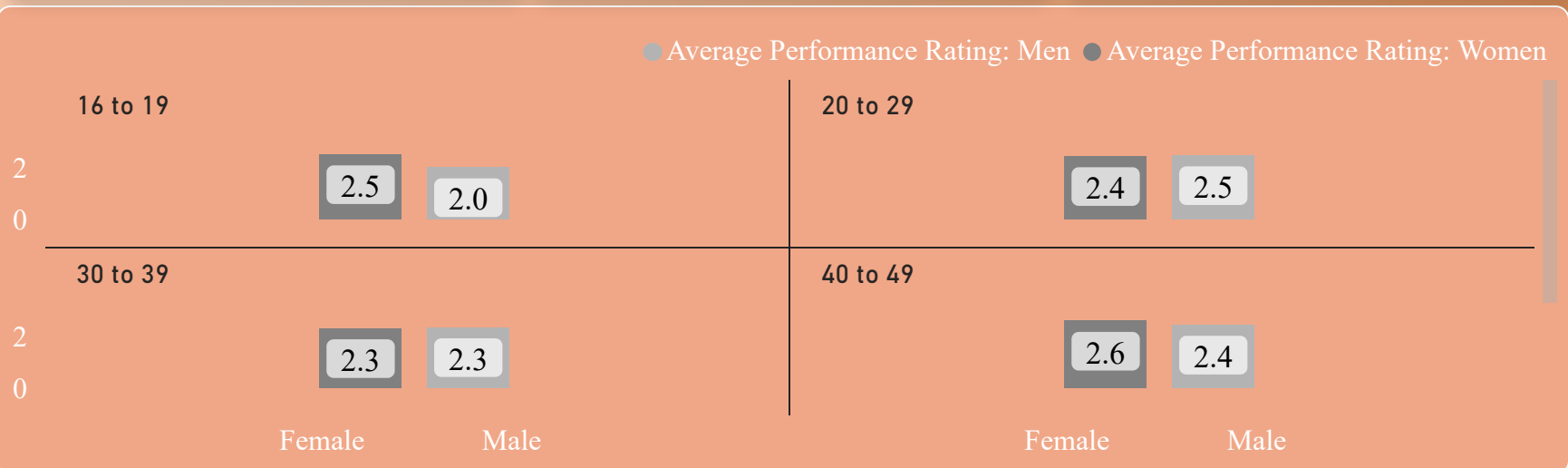


2.41/5

Average Performance Rating



2.42/5





A Dashboard of Demographic Analysis



Gender



All



Age Group



All



Nationality



All



Position

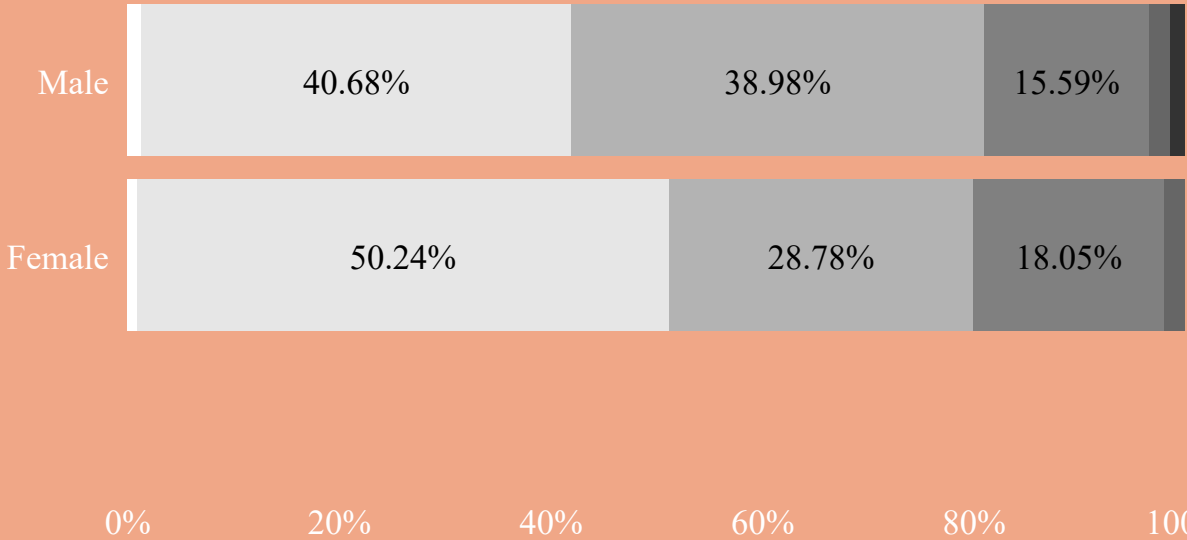


All



KPI #5 - Demographics by Gender and Position

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



500
of Employees

295
of Men

205
of Women

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

