

A Gender Diversity and Inclusivity Presentation

# DIVERSITY AND INCLUSION ANALYSIS

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# DIVERSITY AND INCLUSION

Employee Measure Analysis



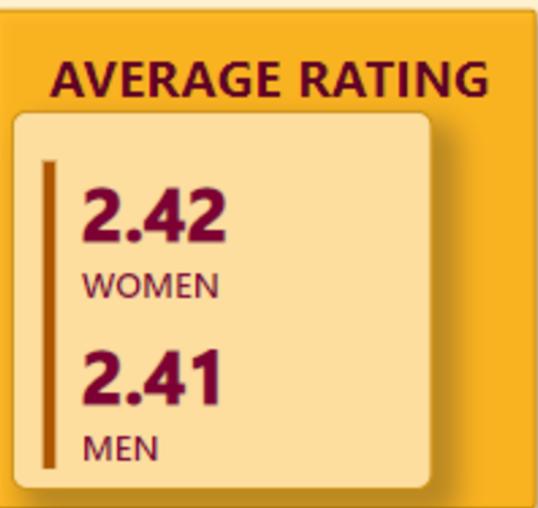
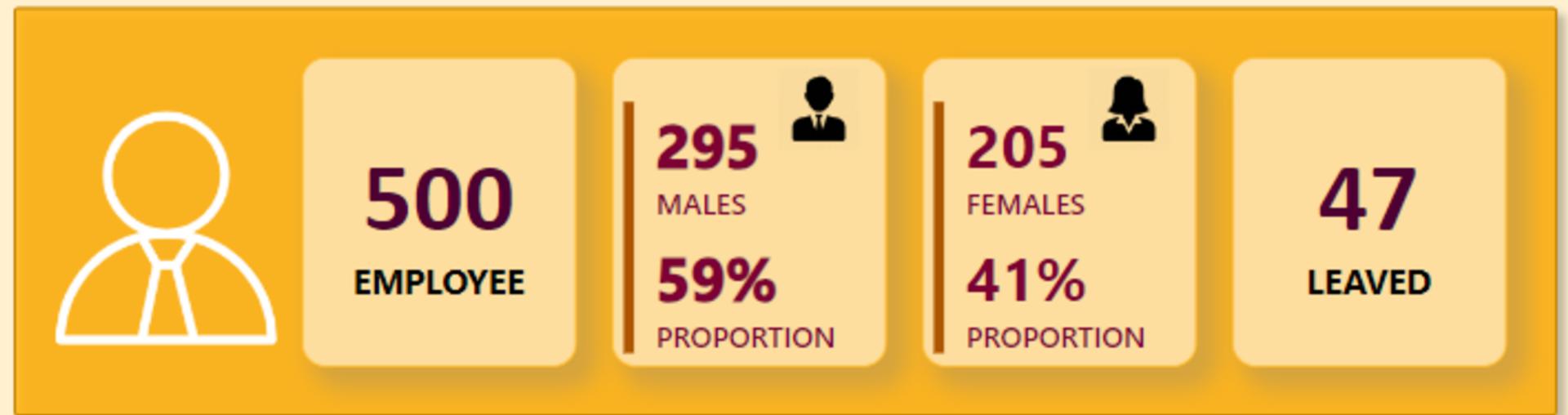
FILTER

NATIONALITY

All

GENDER

All



## EMPLOYEE HIRED FY21

**48.48%**

NEW MEN HIRED

**52%**

NEW WOMENS HIRED

## TURNOVER FY21

**376**

TOTAL TURNOVER

**75%**

PERCENTAGE TURNOVER

## PROMOTION FY20

**7%**

EMPLOYEE PROMOTED

**12%**

MENS PROMOTED

**18%**

WOMENS PROMOTED

## PROMOTION FY21

**10%**

EMPLOYEE PROMOTED

**17%**

MEN PROMOTED

**25%**

WOMEN PROMOTED

HOME

EMPLOYEE MEASURE

EMPLOYEE DETAILS

EMPLOYEE PROFILE

EMPLOYEE  
PROMOTION

# DIVERSITY AND INCLUSION

Employee Details Analysis



FILTER

NATIONALITY

All

AGE GROUP

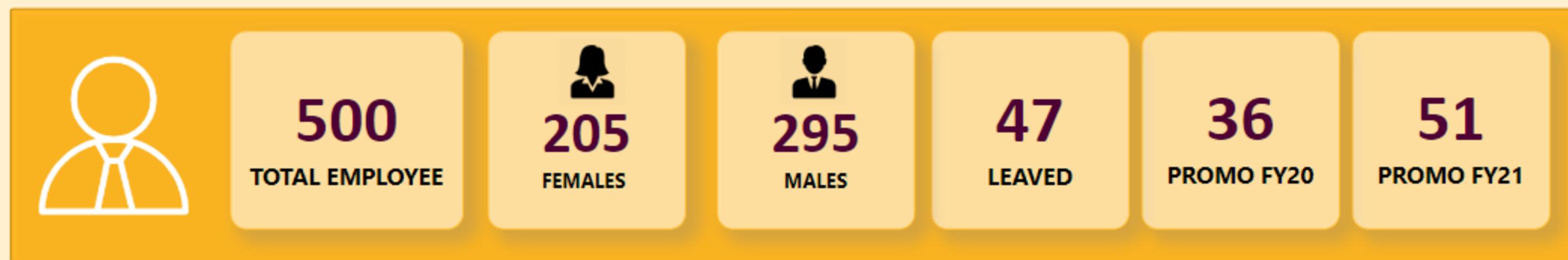
All

GENDER

Select all

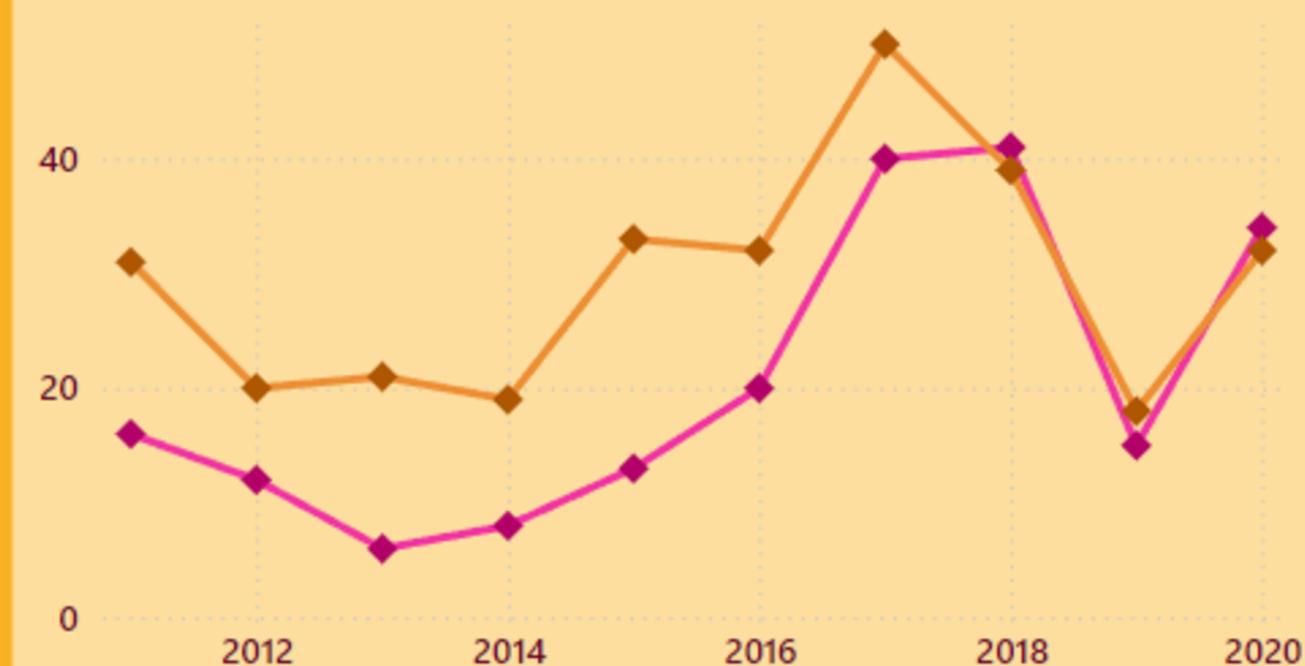
Female

Male



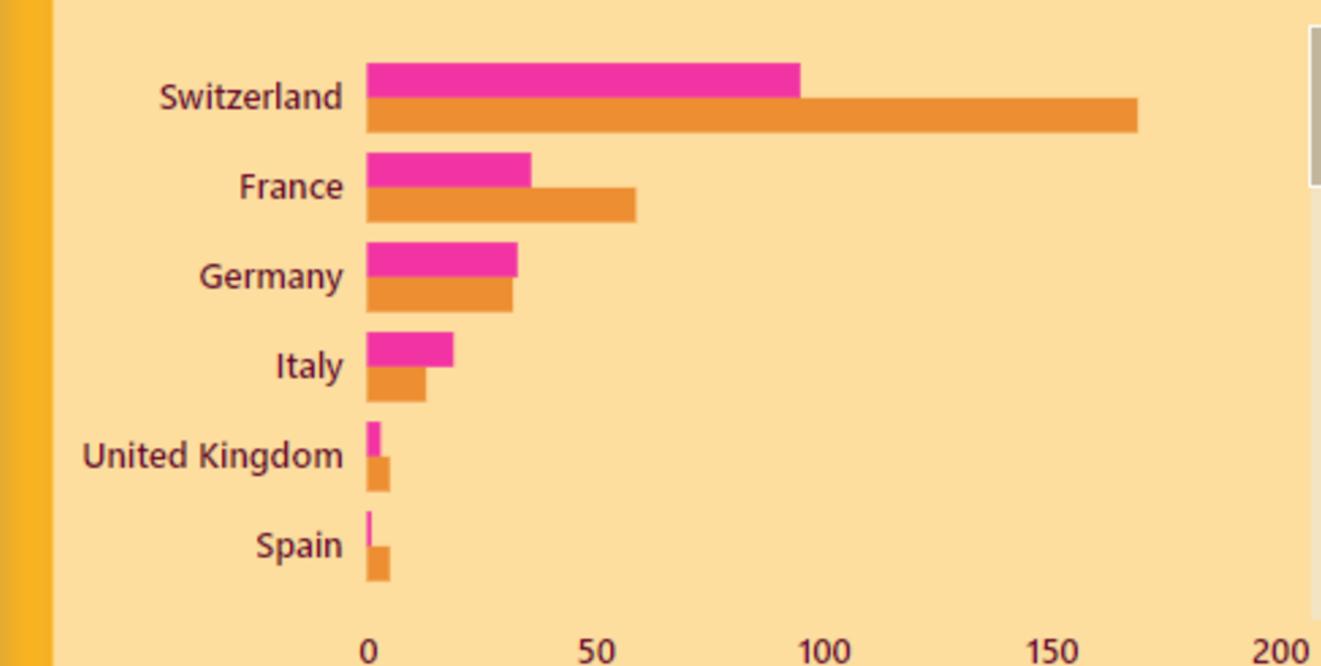
## EMPLOYEE HIRED YEAR ON YEAR

♦ Female ♦ Male



## EMPLOYEE BY NATIONALITY

♦ Female ♦ Male



HOME

EMPLOYEE MEASURE

EMPLOYEE DETAILS

EMPLOYEE PROFILE

EMPLOYEE  
PROMOTION

# DIVERSITY AND INCLUSION

## Employee Profile Analysis



**FILTER**

**NEW HIRE ?**

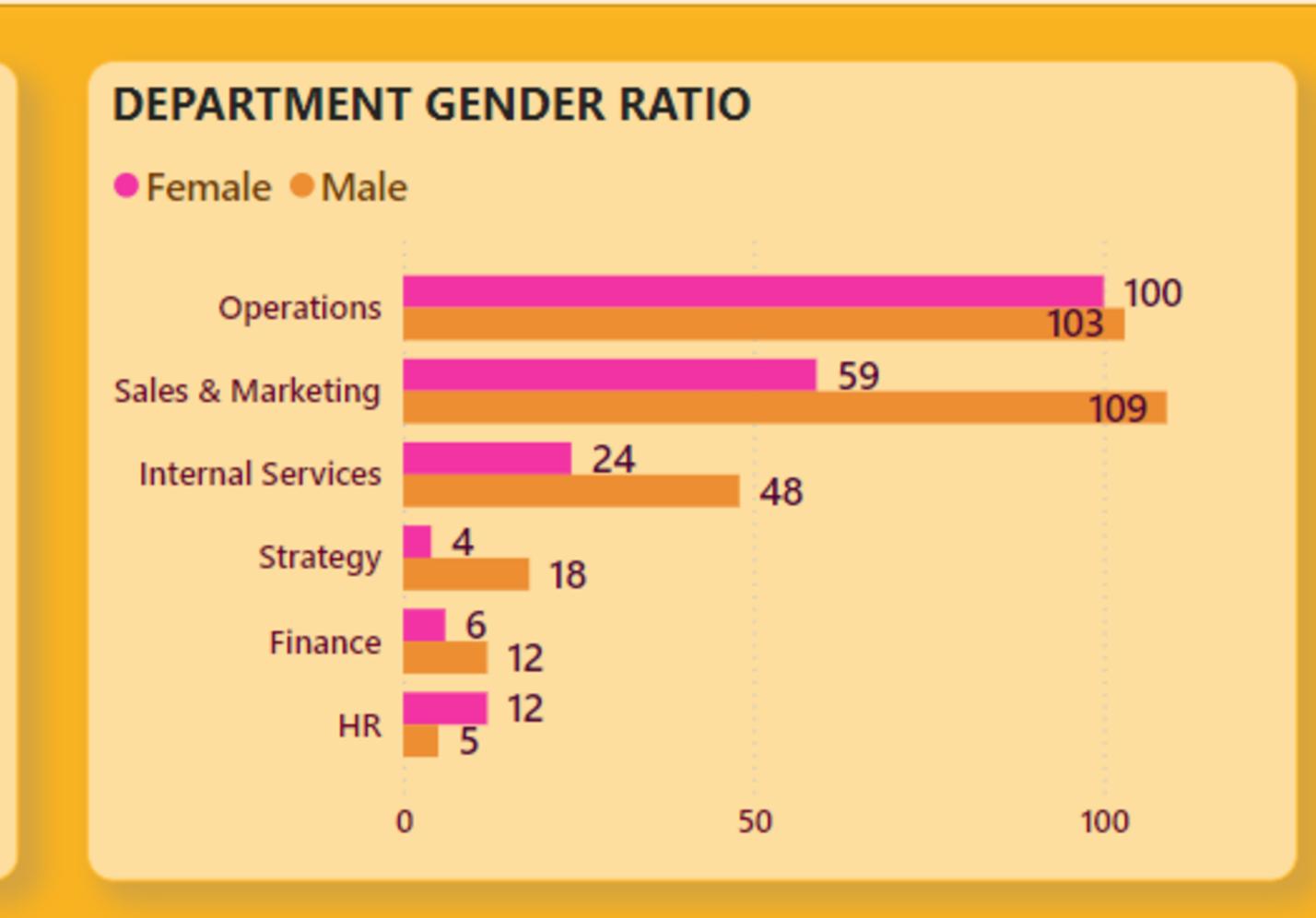
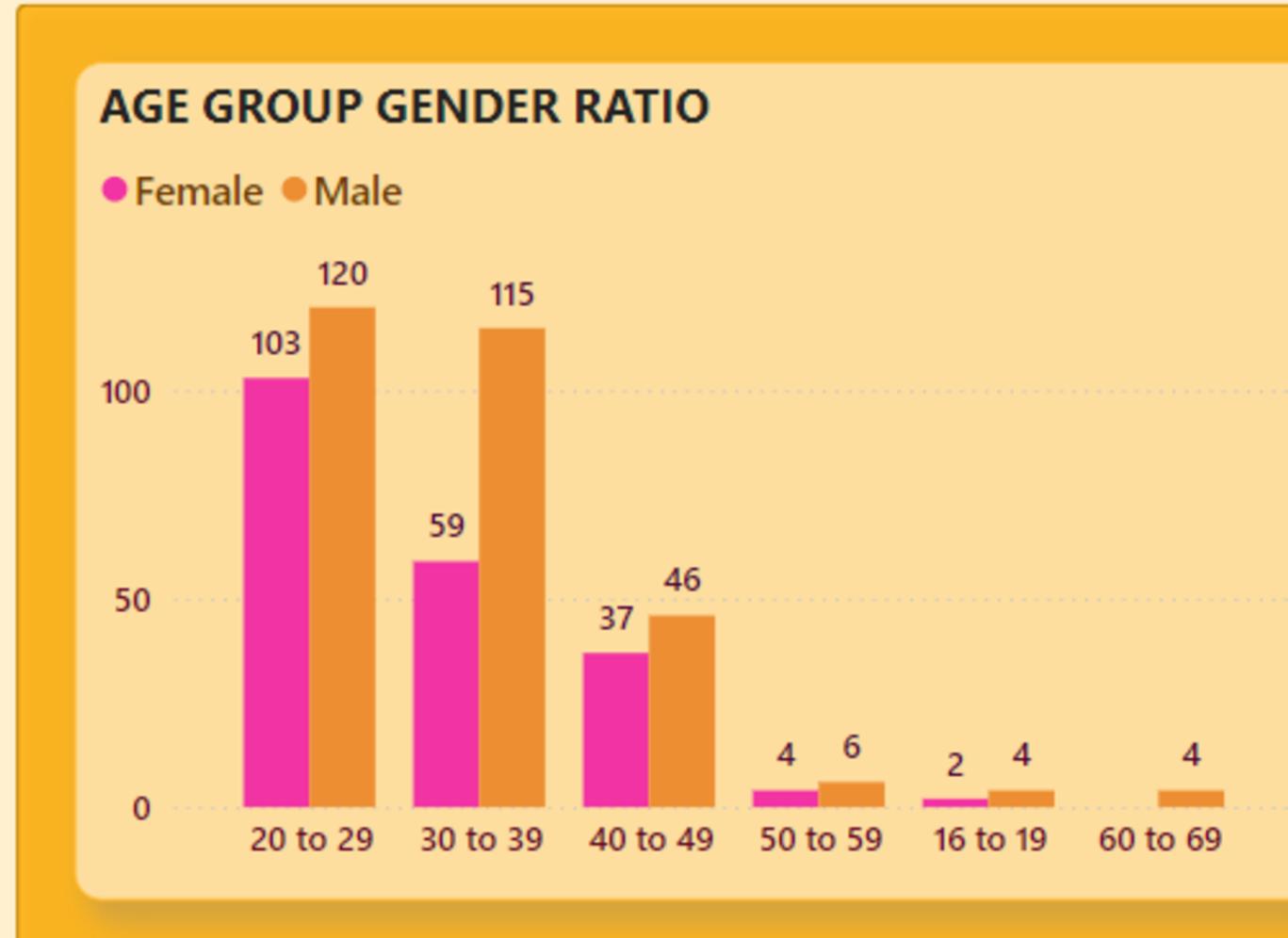
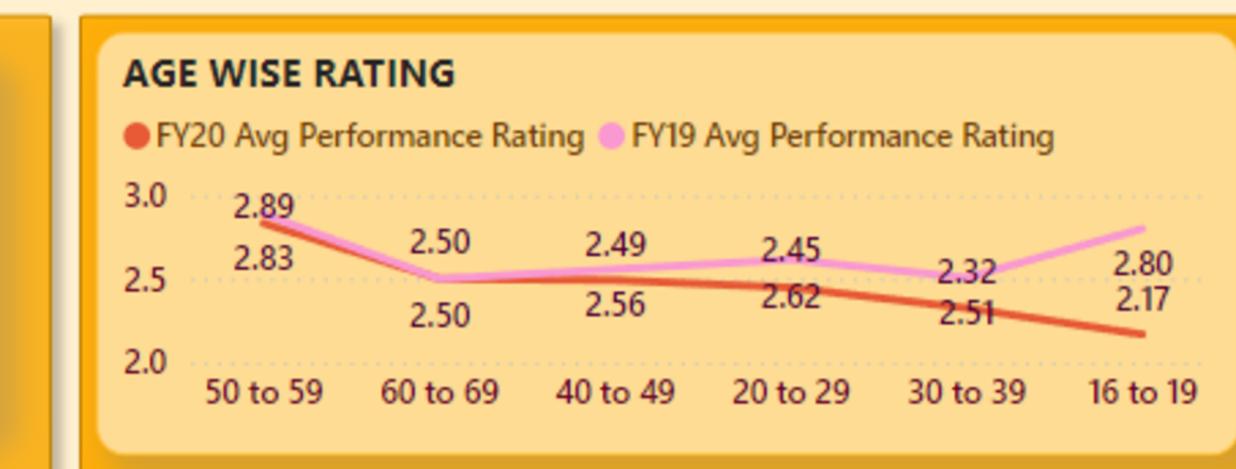
No Yes

**RESIGNED ?**

No Yes

**GENDER**

Select all Female Male



# DIVERSITY AND INCLUSION

Employee Profile Analysis



FILTER

NEW HIRE ?

No Yes

GENDER

- Select all
- Female
- Male

434

EMPLOYEE

171

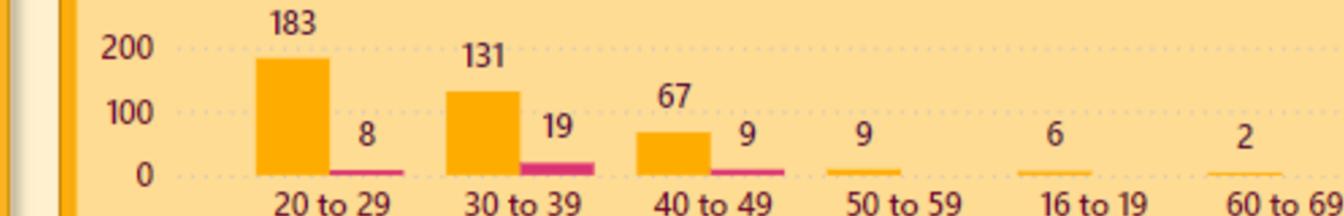
FEMALES

263

MALES

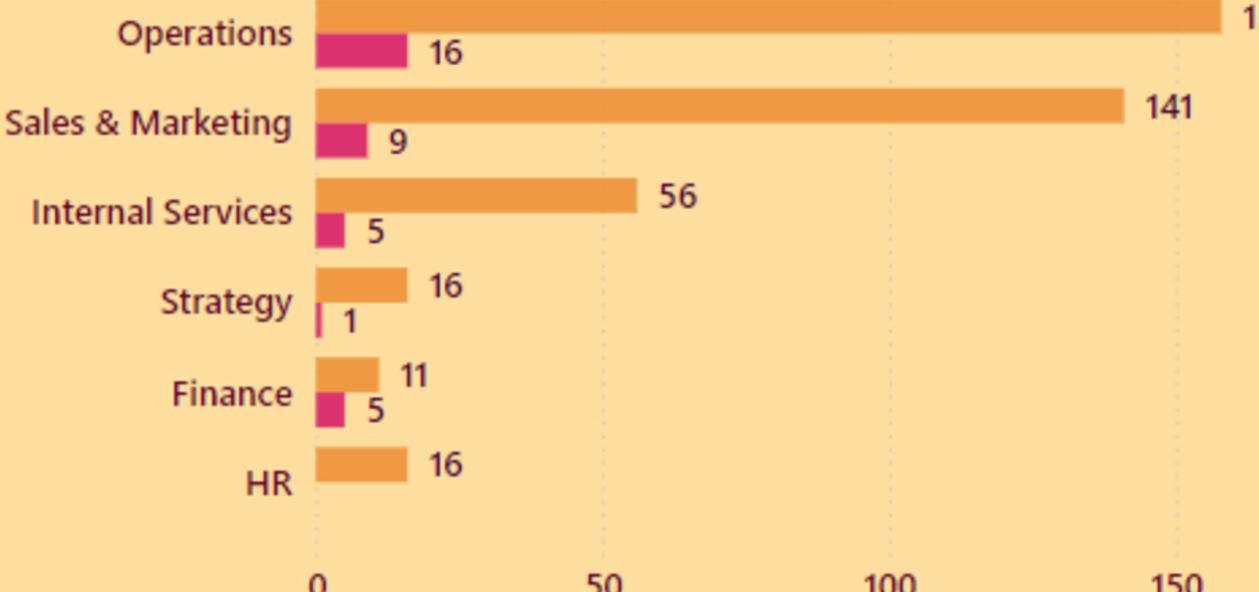
## AGE WISE PROMOTION

No Yes



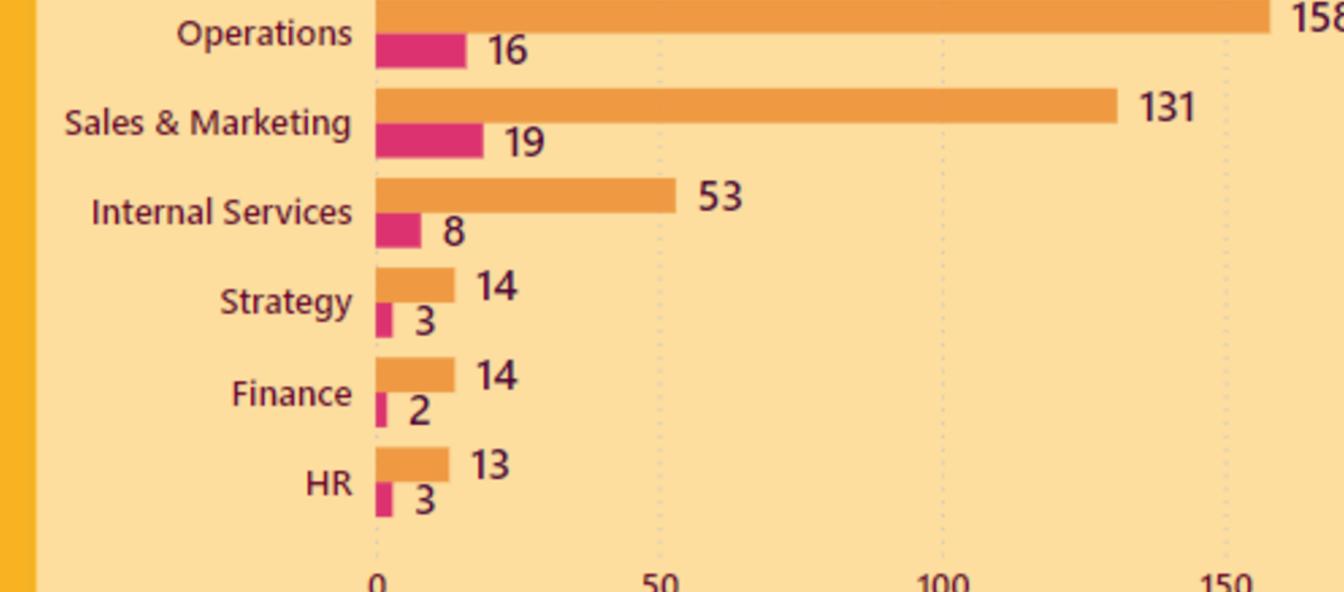
## PROMOTION WISE DEPARTMENT FY20

No Yes



## PROMOTION WISE DEPARTMENT FY21

No Yes



HOME

EMPLOYEE MEASURE

EMPLOYEE DETAILS

EMPLOYEE PROFILE

EMPLOYEE  
PROMOTION

# GENDER BIASES IN PROMOTIONS -

## DEPARTMENT-WISE PROMOTIONS:

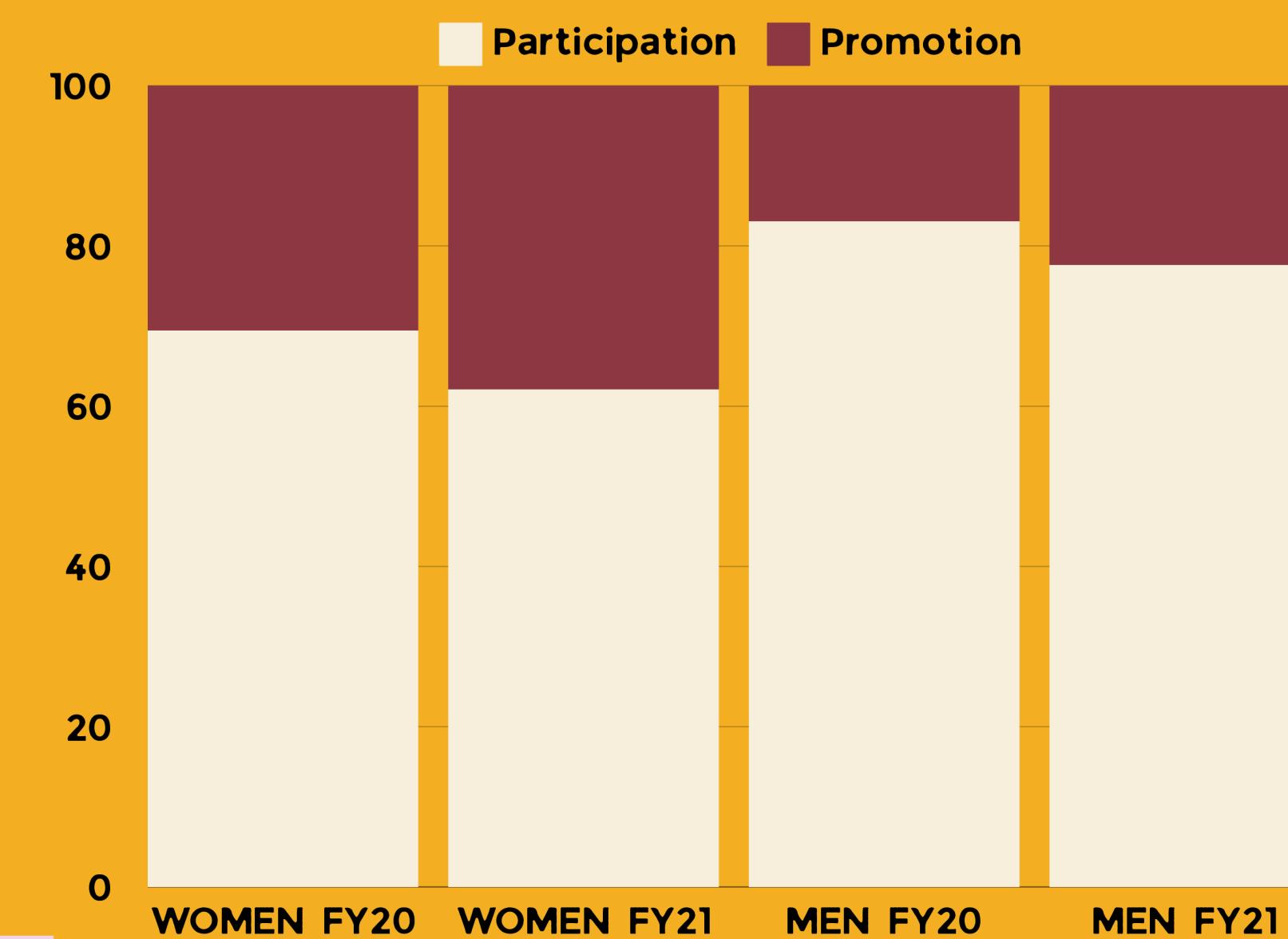
- Across all departments, male promotion counts were consistently higher than female promotions.
- The gap was most pronounced in **Sales & Marketing and Internal Services**, where males significantly outnumbered females in promotions.

These problems may impede their professional development and limit their possibilities for progress.



# GENDER BIASES IN PROMOTIONS -

## GENDER-WISE PROMOTIONS:



Although, females had a higher percentage of promotions than males in both fiscal years, but more males were promoted in absolute numbers due to their larger presence.

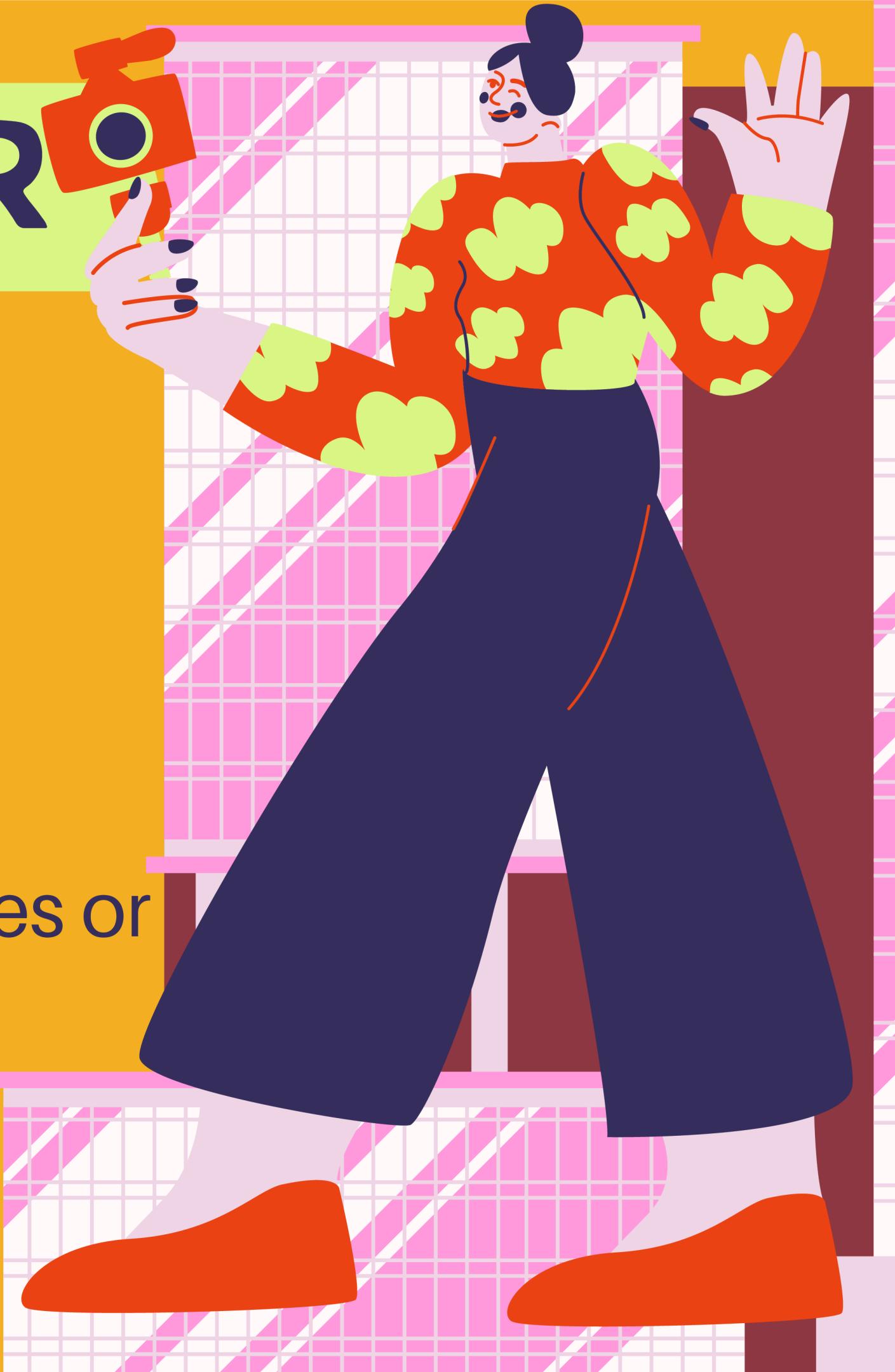
# AGE WISE GENDER ENVOLVMENT-

## AGE GROUP 30-49:

Within the 30-49 age group, males were promoted more frequently than females.

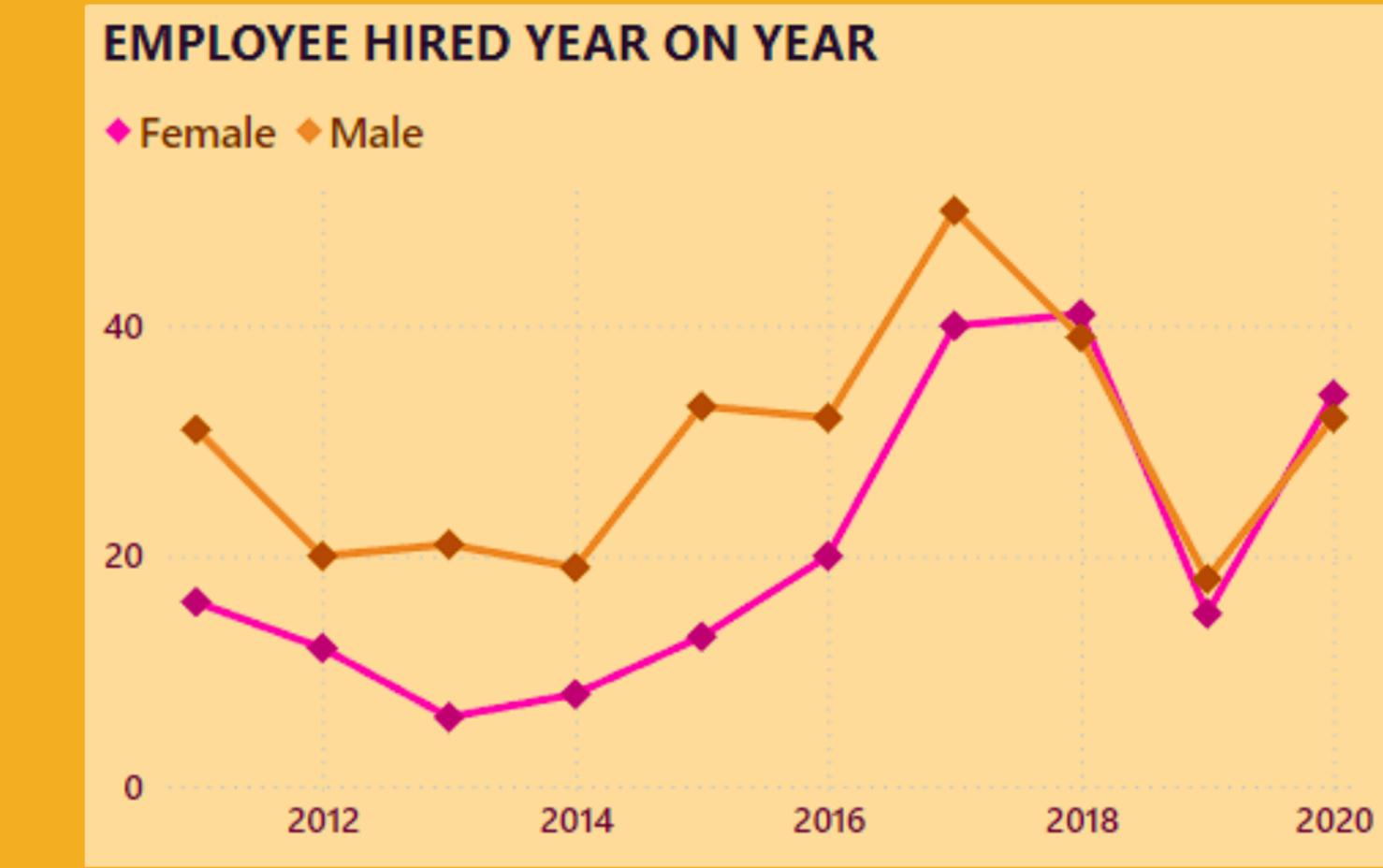
which might be influenced by managerial roles or family-settlement commitments.

These problems may impede their professional development and limit their possibilities for progress.

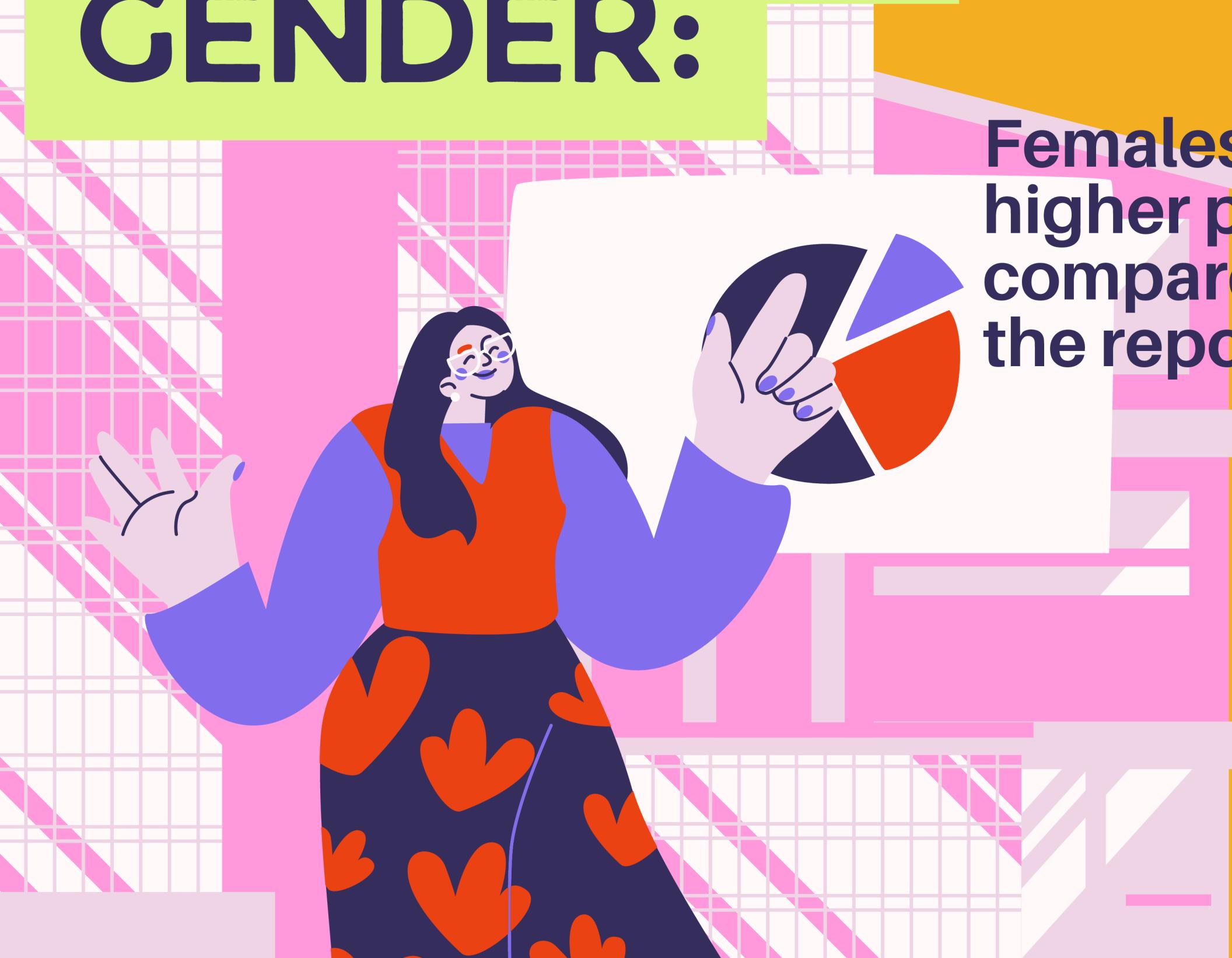


# HIRING TRENDS (2012-2017)

During the period from 2012 to 2017, males were hired at a higher rate than females, leading to the larger male participation rate (59%) compared to females (41%).



# RATING BY GENDER:



Females consistently received higher performance ratings compared to Males throughout the reporting period.



# CONCLUSION

- Females had a higher promotion rate than males, but males were promoted more frequently in absolute numbers due to higher participation in the workforce.
- Departmental and age-related factors may be contributing to the gender disparity in promotions, especially in key departments like Sales & Marketing.
- Efforts to address work-life balance and performance perceptions could help improve gender parity in future promotions.





**THANK YOU  
FOR READING!**