Diversity & Inclusion

pwc

Department All

Job Level All

Age group All

Region group All

KPI 1 - Hiring

Gender ● Female ● Male

Level	Female	Male
1 - Executive	13%	88%
2 - Director	14%	86%
3 - Senior Ma...	18%	82%
4 - Manager	37%	63%
5 - Senior Offi...	47%	53%
6 - Junior Offi...	53%	47%

41% of hires were female **59%** of hires were male

Gender ● Female ● Male ● % of hires women

13% — 2 / 14 (1 - Executi...)
— 5 / 32 (2 - Director)
— 10 (3 - Senior Manager)
37% — 30 / 46 (4 - Manager)
47% — 49 / 56 (5 - Senior Officer)
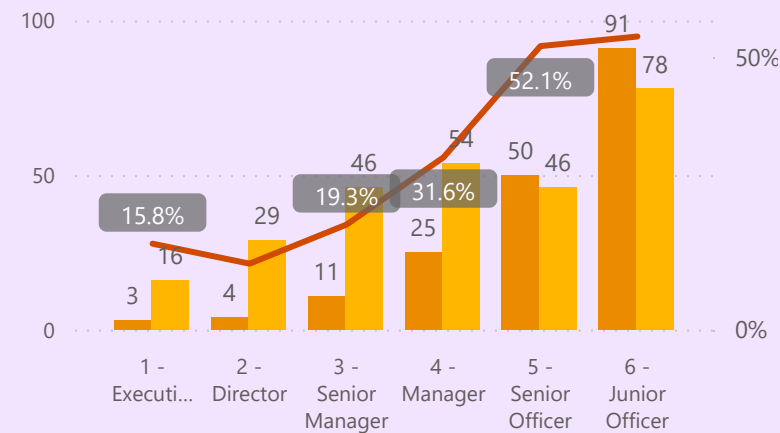— 109 / 95 (6 - Junior Officer)

Date: June 2021 / Virtual Case Experience: Power BI - Task 3 - HR Manager

KPI 2 - Promotions (this year)

Gender ● Female ● Male ● % Promotees who were women

15.8% — 3 / 16 (1 - Executi...)
— 4 / 29 (2 - Director)
19.3% — 11 / 46 (3 - Senior Manager)
31.6% — 25 / 54 (4 - Manager)
— 50 / 46 (5 - Senior Officer)
52.1% — 91 / 78 (6 - Junior Officer)

Avg. Time in Grade of employees promoted in FY21 (in years)

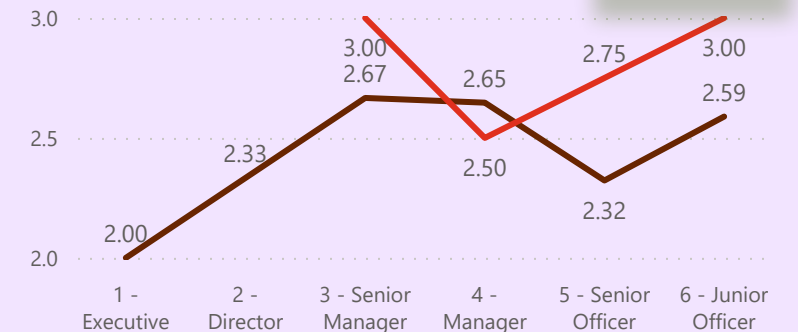| Level	Female	Male
1 - Executive	3.00	1.86
2 - Director	3.40	3.09
3 - Senior Mana...	1.80	2.33
4 - Manager	2.37	2.46
5 - Senior Officer	2.29	2.68
6 - Junior Officer	2.13	2.20

Avg time (in years) in job

Gender ● Female ● Male

KPI 3 - Turnover Rate (FY20 leavers)

Average Performance Rating of Leavers vs non-Leavers (WOMEN)
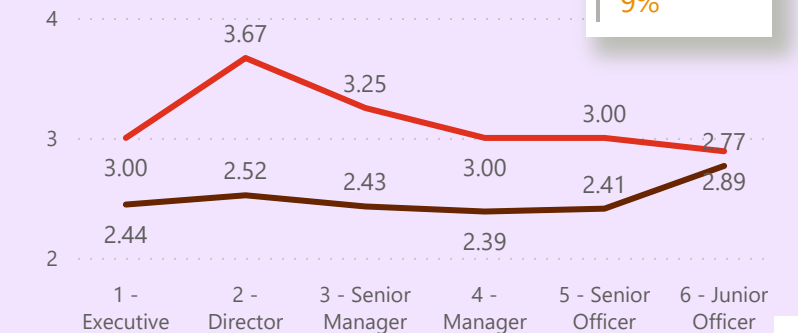
Left this FY? ● No ● Yes

Female 11%

No: 2.00 (1 - Executive), 2.33 (2 - Director), 2.67 (3 - Senior Manager), 2.65 (4 - Manager), 2.32 (5 - Senior Officer), 2.59 (6 - Junior Officer)
Yes: 3.00 (3 - Senior Manager), 2.50 (4 - Manager), 2.75 (5 - Senior Officer), 3.00 (6 - Junior Officer)

Average Performance Rating of Leavers vs non-Leavers (MEN)

Left this FY? ● No ● Yes

Male 9%

Yes: 3.00 (1 - Executive), 3.67 (2 - Director), 3.25 (3 - Senior Manager), 3.00 (4 - Manager), 3.00 (5 - Senior Officer), 2.77 (6 - Junior Officer)
No: 2.44 (1 - Executive), 2.52 (2 - Director), 2.43 (3 - Senior Manager), 2.39 (4 - Manager), 2.41 (5 - Senior Officer), 2.89 (6 - Junior Officer)

Diversity & Inclusion

Department
All ▾

Job Level
All ▾

Age group
All ▾

Region group
All ▾

👍 KPI 4 - Performance Rating

Gender ● Female ● Male

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

2.42
Avg Rating Women

2.41
Avg Rating Men

FY20 Perf. Rating ●1 ●2 ●3 ●4

1 = excellent
2 = great
3 = sufficient
4 = bad

Male	5%	55%	36%	5%
Female		54%	38%	

💰 KPI 5 - Executive Gender Balance

Executive split (FY20)
Gender ● Male ● Female

12.5%
87.5%

Executive split (FY21)
Gender ● Male ● Female

15.8%
84.2%

Executive Hires (FY20)
Gender ● Male

100%

Promotion to Executive (FY20)
Gender ● Male

100%

👥 KPI 6 - Age group

Employees by Age group (end FY20)

Age group	Count
60 to 69	3
50 to 59	4
40 to 49	64
30 to 39	161
20 to 29	215
16 to 19	6

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

	1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
	10.5%					
	10.5%			16.5%		
	68.4%	57.6%	33.3%		42.7%	
		36.4%	64.9%	83.5%	57.3%	94.7%
	10.5%					