EMPLOYEES DIVERSITY AND INCLUSION ANALYSIS - FOCUSING GENDER

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AGENDA

- Objective
- Introduction
- Dashboard Showcase
- Key Insights
- Root Cause Analysis
- Recommendations
- Conclusion

OBJECTIVE

To analyze the root cause of gender balance issues at different levels in the company based on the insights and provide suggestions to bridge the gap.

INTRODUCTION

Gender balance is not only a moral imperative but also a strategic business advantage.
Let's see How –

1. Improved Performance and Productivity:
•A gender-balanced workforce fosters diverse perspectives, leading to **more creative problem-solving** and **better decision-making**. Studies have shown that companies with higher gender diversity, particularly in leadership roles, perform better financially and are more innovative.
•Teams that include both men and women are often more effective in achieving goals due to their ability to **draw on a broader range of experiences and ideas**

2. Increased Employee Satisfaction and Retention:
•Gender diversity contributes to a more inclusive work culture, which **boosts morale and job satisfaction**. Employees are more likely to feel valued and stay with the company when they see a commitment to fairness and equal opportunities. This in turn reduces the employee turnover and cost of new recruitment and training.

3. Attracting Top Talent:

•Gender-balanced organizations have a stronger **employer brand**, attracting talented candidates who want to work in equitable and supportive environments.

4. Better Customer Understanding:

•A diverse workforce mirrors a diverse customer base. Gender-balanced teams can **better understand and meet the needs of a wider variety of customers**, leading to **improved customer service** and **greater market penetration**.

5. Enhanced Innovation and Creativity:

•Gender balance encourages **collaborative thinking and innovation**. Men and women often approach challenges differently, and by combining these **diverse approaches**, companies can generate **fresh ideas** and new perspectives, leading to **breakthroughs** in **product development** and **business strategy.**

6. Improved Reputation and Compliance:
•Companies with strong gender balance are seen as **progressive and forward-thinking**. This boosts the company's reputation with customers, investors, and the public.

7. Long-Term Sustainability:
•Companies that prioritize gender diversity are more likely to experience **long-term sustainability**. Research from institutions like **McKinsey and Harvard Business Review** suggests that gender-diverse organizations are better positioned for growth and resilience in a competitive, rapidly evolving marketplace.

DASHBOARD SHOWCASE

EMPLOYEES DIVERSITY AND INCLUSION ANALYSIS

OVERVIEW

HIRING

PERFORMANCE

PROMOTION

Click the buttons/icons to navigate to the page and icon on top left to return to main page.

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Region-Nation
All

500 Total Employees

205 Total Female

295 Total Male

41.00% % Female

59.00% % Male

Employees by Region & Nationality

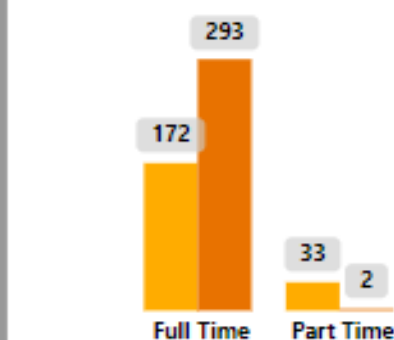Region : America — Asia Pacific — Europe — Middle East — Switzerland

NORTH AMERICA
Pacific Ocean
Atlantic Ocean
ASIA
EUROPE
AFRICA
SOUTH AMERICA
Indian Ocean
AUSTRALIA
Pacific Oc
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Employees by Age group

Female Male

Age group	Female	Male
20 to 29	103	120
30 to 39	59	115
40 to 49	37	
50 to 59	4	6
16 to 19	2	4
60 to 69		4
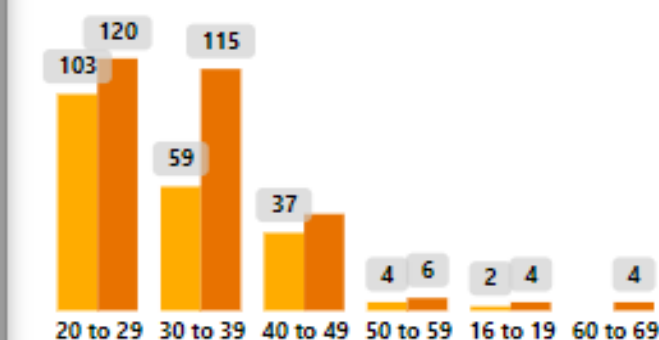
Employees by Job Time type

Female Male

	Female	Male
Full Time	172	293
Part Time	33	2

Employees by Job Levels

Female Male

Job Level	Female	Male
Junior Officer	100	93
Senior Officer	35	53
Not Yet Assigned	34	32
Manager	24	46
Senior Manager	6	35
Director	4	28
Executive	2	8
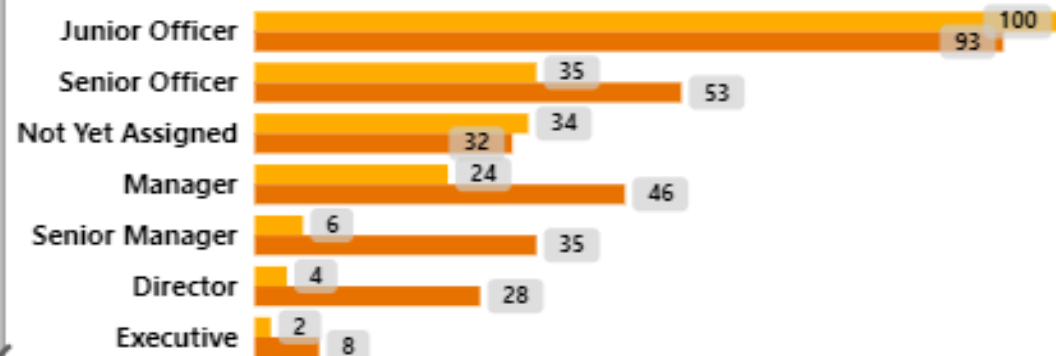
Employees by Department

Female Male

Department	Female	Male
Operations	100	103
Sales & Marketing	59	109
Internal Services	24	48
HR	12	5
Finance	6	12
Strategy	4	18

EMPLOYEES PERFORMANCE

Region-Nation
All
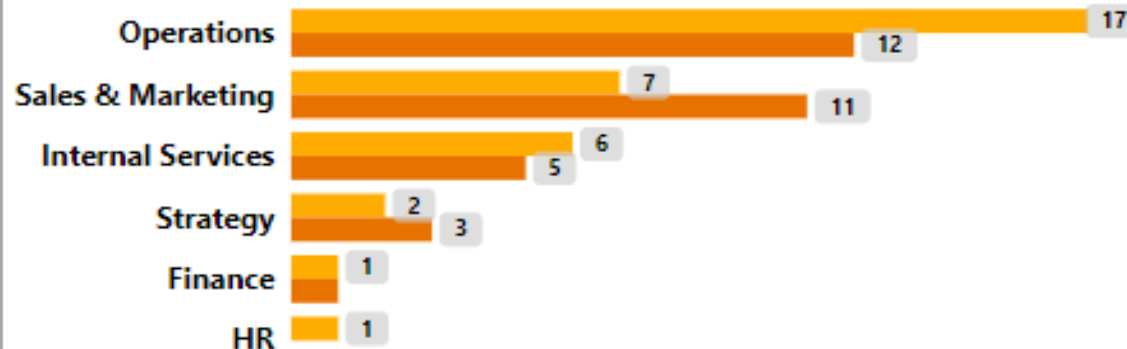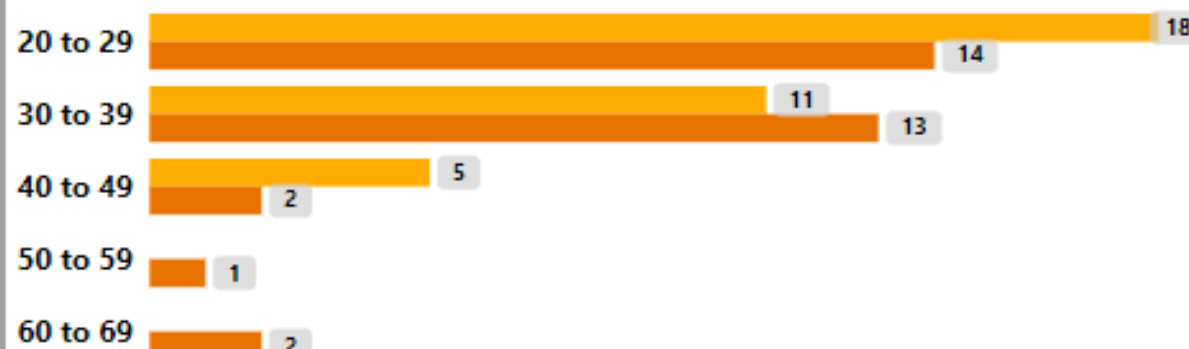
	2
Average Performance Rating	

	2
Average Females Performance Rating	

	2
Average Males Performance Rating	

Performance Year	Excellent	Good	Poor	Satisfactory	Unsatisfactory
2020	**19**	**151**	**87**	**224**	**19**
Male	12	91	42	138	12
Female	7	60	45	86	7
2019	**12**	**218**	**114**	**135**	**21**
Male	10	133	60	76	16
Female	2	85	54	59	5
Total	**31**	**369**	**201**	**359**	**40**

Rating	Performance
4	Excellent
3	Good
2	Satisfactory
1	Unsatisfactory
0	Poor

Job Level
- ☐ Director
- ☐ Executive
- ☐ Junior Officer
- ☐ Manager
- ☐ Senior Manager
- ☐ Senior Officer
- ☐ Not Assigned

Department
- ☐ Finance
- ☐ HR
- ☐ Internal Services
- ☐ Operations
- ☐ Sales & Marketing
- ☐ Strategy

EMPLOYEES PROMOTION

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51	18	33	35.29%	64.71%
Total Promotions(FY21)	Total Female Promotion(FY21)	Total Males Promotion(FY21)	% Female Promoted	% Male Promoted

Total Promotion by Year
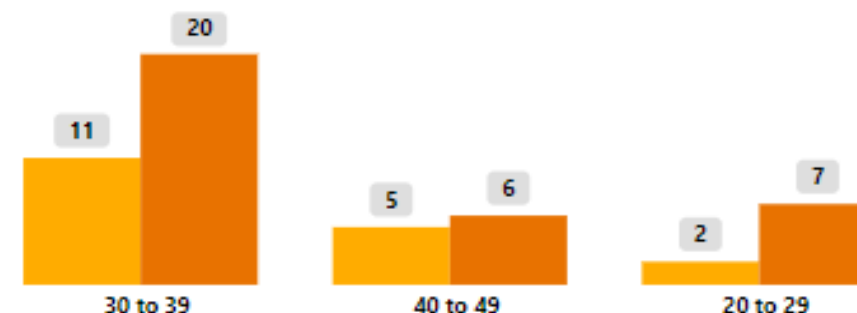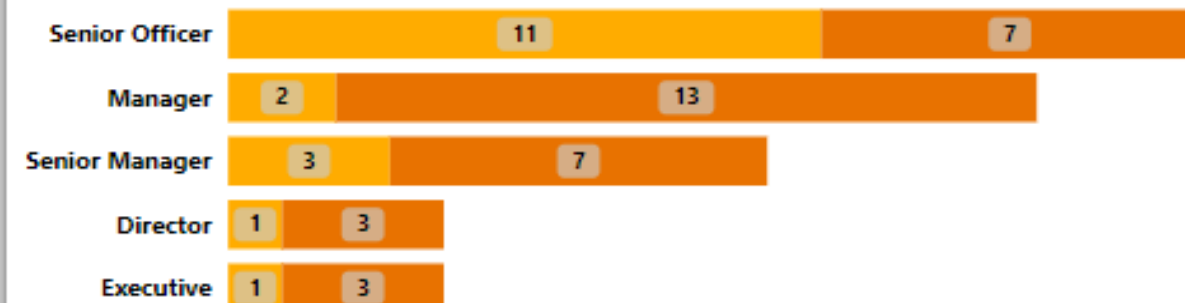
● Female ● Male

Year	Female	Male
2021	18	33
2020	8	28

Promotion by Age Group

● Female ● Male

- 30 to 39: Female 11, Male 20
- 40 to 49: Female 5, Male 6
- 20 to 29: Female 2, Male 7

Job Level after Promotion

● Female ● Male

Level	Female	Male
Senior Officer	11	7
Manager	2	13
Senior Manager	3	7
Director	1	3
Executive	1	3

Promotion by Department

● Female ● Male

Department	Female	Male
Sales & Marketing	2	17
Operations	7	9
Internal Services	5	3
HR	2	1
Strategy	1	2
Finance	1	1
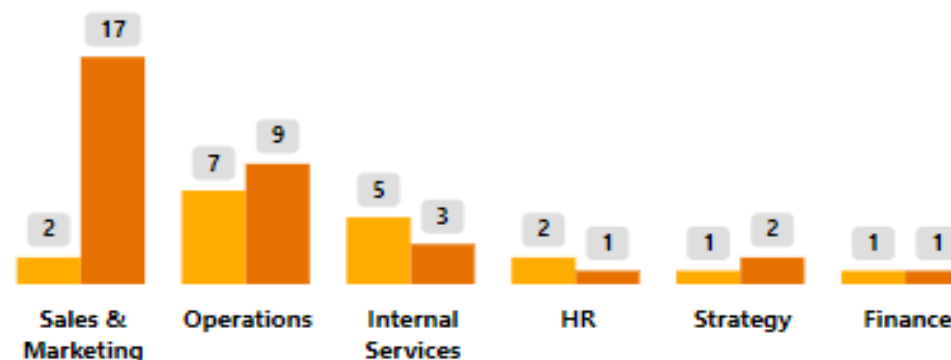
KEY INSIGHTS

1. Overview of Current Employees -

•**Gender Distribution**:

- The company has a gender imbalance, with **41% female** and **59% male** employees.

•**Job Level Disparity**:

- **Junior Officer Level**: More females occupy lower job levels.
- **Executive and Director Levels**: Males dominate higher job levels, with only **2 females in executive** positions compared to **8 males**, and **2 females in director** positions compared to **28 males**.

•**Departmental Distribution**:

- All departments, except for HR, have **more male employees** than female employees.

•**Age Group Representation**:

- Across all age groups, there is a greater male presence

•**Job Type**:

- **Full-time jobs**: Significantly more males (**293 males** vs. **172 females**) are employed.
- **Part-time jobs**: More females work in part-time roles (**33 females** vs. **2 males**), indicating potential barriers for women in full-time roles.

2. Hiring Practices -

- **Hiring Trends (2011-2020)**:
    - In most years, **more males** have been hired than females, except in **2018 and 2020**.
- **Job Type in Hiring**:
    - Consistent with current employment, **more males** are hired for **full-time roles**, and **more females** are hired for **part-time roles**.
- **Departmental Hiring**:
    - Females are predominantly hired in **HR**, **Internal Services**, and **Operations** departments, with no male hires in HR.
- **Age Group Hiring**:
    - Females are primarily hired in the **20-29** and **40-49** age ranges, with no females hired in the **50-70** age group.

3. Performance Rating -

•**Performance Distribution** (2020):

- **Males**:
  - **4% excellent**, **31% good**, **14% poor**, **47% satisfactory**, **4% unsatisfactory**.
- **Females**:
  - **3% excellent**, **29% good**, **22% poor**, **42% satisfactory**, **3% unsatisfactory**.

•**Gender Gap in Performance**:

- More females received **poor ratings** (22% compared to 14% for males), while more males performed at **good** and **excellent** levels.

4. Promotions -

•**Promotion Distribution**:
- In **FY20 and FY21**, **35% of females** and **65% of males** were promoted, showing a significant gender gap.

•**Position Level Promotions**:
- Males are promoted more at higher job levels, including **Director**, **Executive**, and **Senior Manager** roles.
- The only exception is at the **Senior Officer** level, where more females were promoted.

•**Departmental Promotion**:
- Similar to hiring patterns, most promotions in **HR** and **Internal Services** went to females, while in other departments, males were promoted more frequently.

ROOT CAUSE ANALYSIS

1. Imbalance in Leadership Roles:
The lack of females in executive and director positions suggests potential **biases in promotion** and **career progression opportunities**. The historical dominance of males in leadership could create barriers for females seeking upward mobility.

2. Departmental Segregation:
The concentration of females in departments like **HR** and **Internal Services** while being underrepresented in more male-dominated departments reflects **gender stereotyping in job roles**.

3. Hiring and Promotion Bias:
The hiring trend shows a clear **preference for males in full-time roles** and for leadership positions, potentially discouraging female participation in senior roles. Moreover, the **higher male promotion rates** point to unequal opportunities for advancement, especially in roles with higher decision-making power.

4. Part-Time vs. Full-Time Work:
Females are significantly more likely to be employed in part-time roles, which may limit their ability to rise to **higher-level positions**. This may indicate a lack of support for **work-life balance** or **flexible working arrangements** for women who might balance additional responsibilities outside of work.

5. Age Group Disparities:
No females were hired in the **50-70 age group**, suggesting a bias or lack of outreach in hiring older women, reflecting potential **age and gender discrimination**.

6. Performance Ratings:
A higher percentage of females received **poor performance ratings**, which could indicate **inconsistent performance evaluation standards** or inadequate support structures for female employees to succeed.

RECOMMENDATIONS

1. Increase Representation in Leadership:
- Establish **mentorship programs** for women to bridge the leadership gap and provide **targeted training and career development** initiatives that prepare women for senior roles.
- Set **diversity targets** for leadership roles to ensure a balanced gender representation at the executive and director levels.

2. Address Hiring Bias:
- Implement **blind recruitment processes** to reduce unconscious gender biases during hiring. Ensure **equitable hiring practices** across departments, encouraging female applicants in male-dominated areas.
- Ensure hiring practices focus on bringing in **women across all age groups**, including older women, to combat age-based gender biases.

3. Offer Flexible Working Arrangements:
•Expand **flexible working options** and **family-friendly policies**, such as remote work and flexible hours, to encourage more women to take on full-time roles without compromising work-life balance.
•Provide **part-time leadership opportunities** to help bridge the gap between part-time female workers and senior roles.

4. Address Departmental Stereotypes:
•Encourage women to explore roles in traditionally male-dominated departments through **cross-functional training** and **internal mobility programs**.
•Promote diversity in fields like **Operations, Finance, and Technical roles**, where males dominate, through **diverse hiring panels** and **gender-neutral job descriptions**.

5. Improve Promotion Practices:

•Establish **transparent criteria for promotions** that are gender-neutral, ensuring women have the same opportunities for advancement.

•Create **leadership development programs** targeted specifically at women to help them break into higher roles like senior manager, director, and executive.

6. Enhance Performance Evaluation Systems:

•Ensure the **performance evaluation system** is free from biases by training managers on **unconscious bias** and **fair performance assessments**.

•Provide **regular feedback and performance improvement plans** to female employees to support their career growth and reduce gender discrepancies in performance ratings.

7. Focus on Data-Driven Diversity Initiatives:

•Regularly **track and report** gender diversity metrics across departments, job levels, and performance to understand trends and identify areas for further improvement.

•Use data to create **actionable diversity goals**, including **gender pay gap analysis** and **employee satisfaction surveys** to gather insights on female employee experiences.

CONCLUSION

By addressing these root causes and implementing these recommendations, the company can foster a more diverse, equitable, and inclusive work environment where women can thrive at all levels and in all departments. Eventually, the company can achieve greater innovation, customer satisfaction, and long-term success. As, gender diversity helps build a workforce that is reflective of society, enabling companies to adapt to the needs of an increasingly diverse world.

THANK YOU!