



Phone Now - Diversity & Inclusion

Female Promotion

35.29%

Total Promotion

41.08%

Male Promotion

5.78%

Male Employees

295

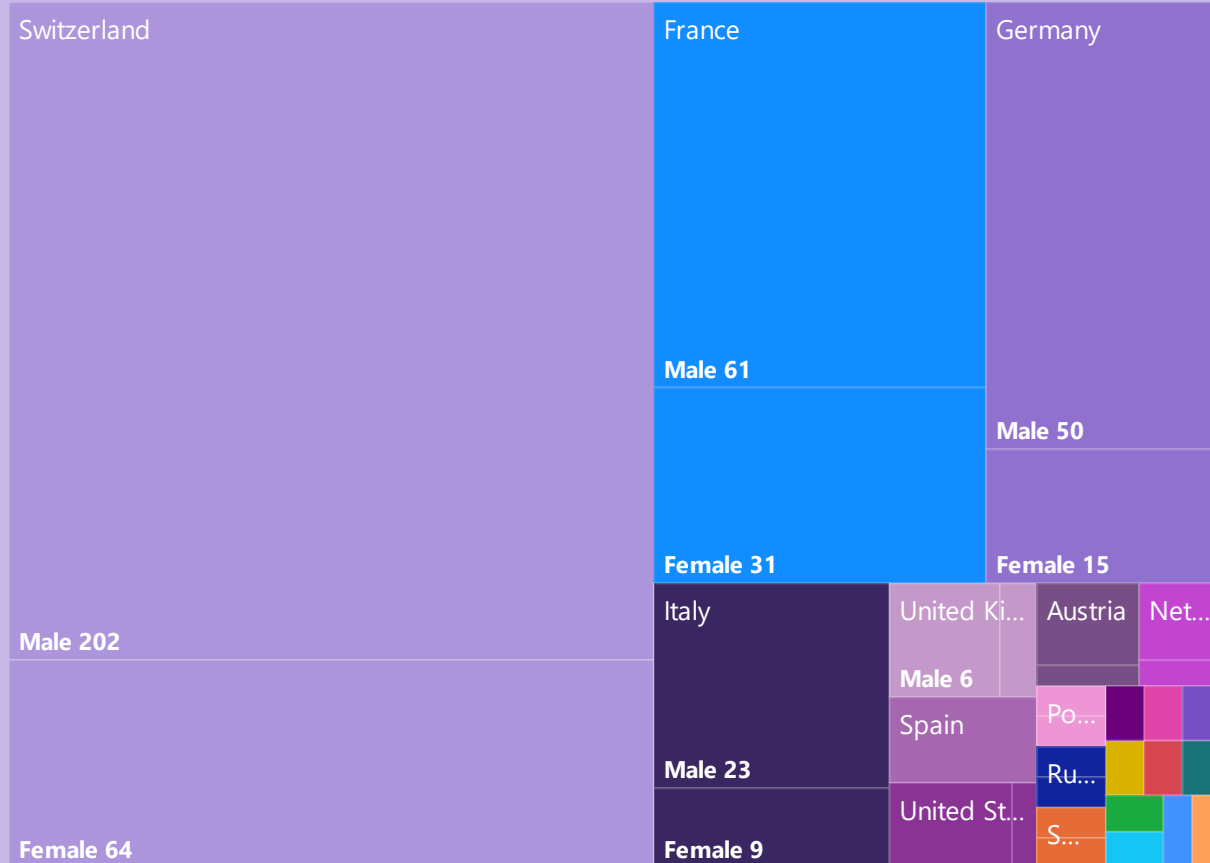
Diversity %

41.00%

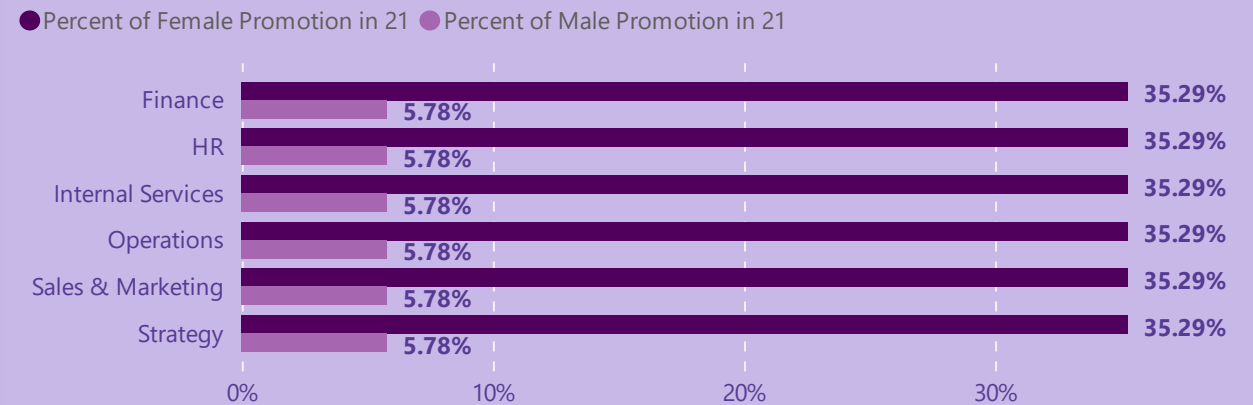
Female Employees

205

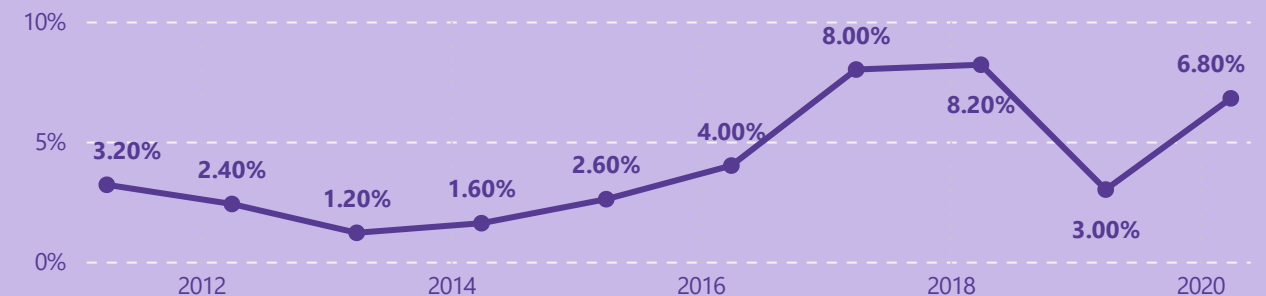
Employee across Nationality



Employee Promotion by Dept. (2021)



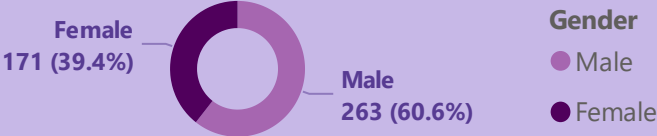
Diversity Percentage over the years





Phone Now - Hiring

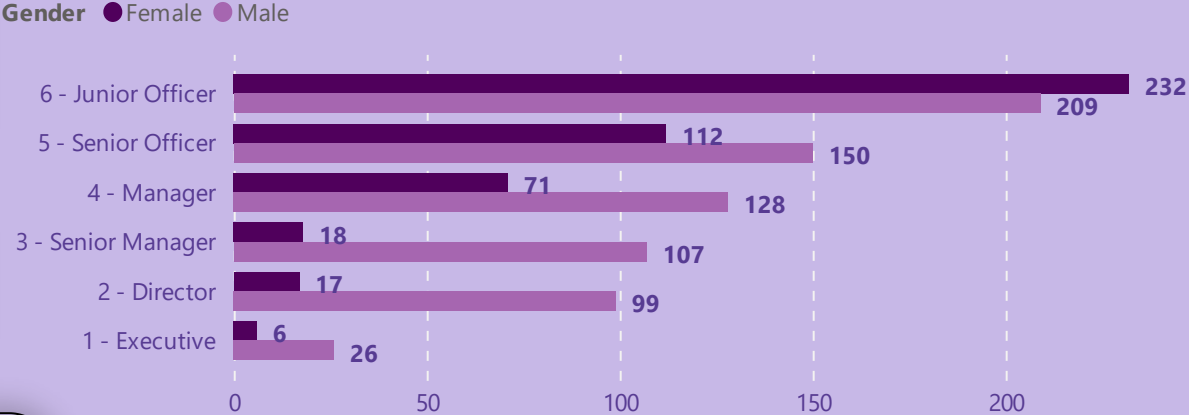
Turnover by Gender



% Turnover

86.80%

Average Time in Job Levels After Promotion (FY20)



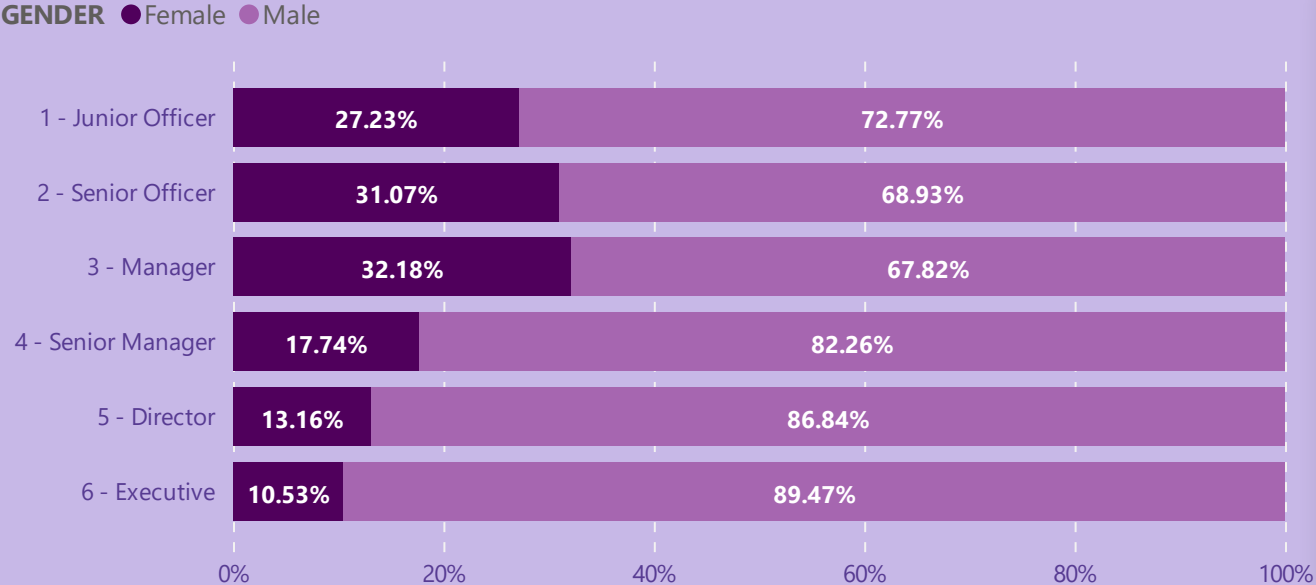
% Female Hired in 2020

51.52%

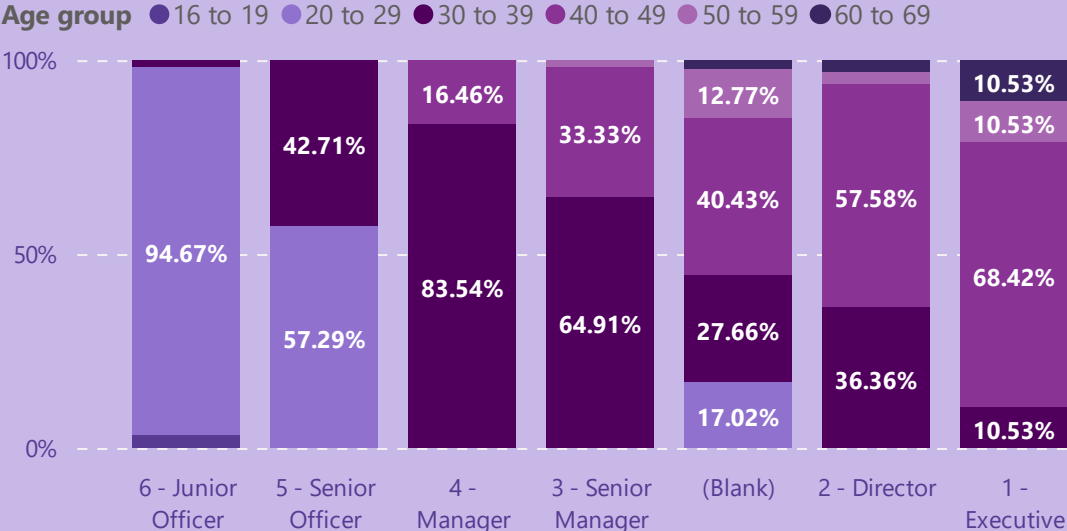
% Male Hired in 2020

48.48%

Count of GENDER by GRADE and GENDER



Job Level by Age (FY21)

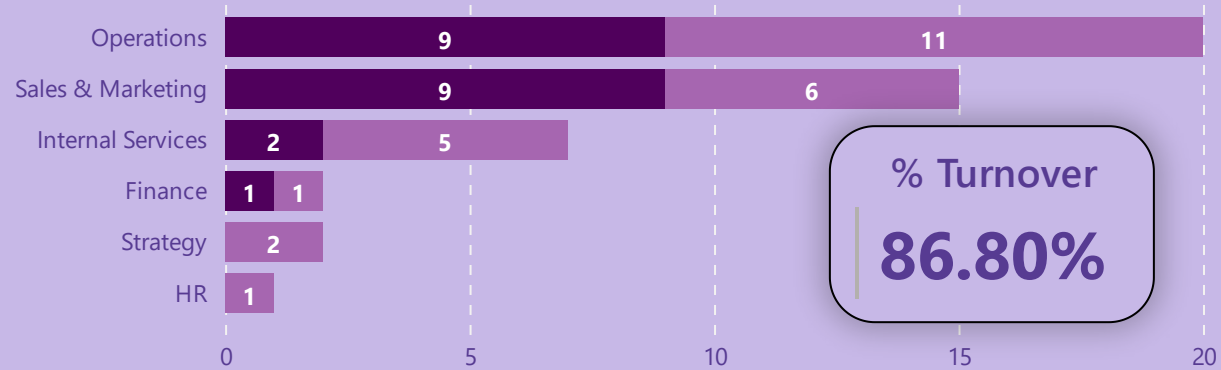




Phone Now - Performance

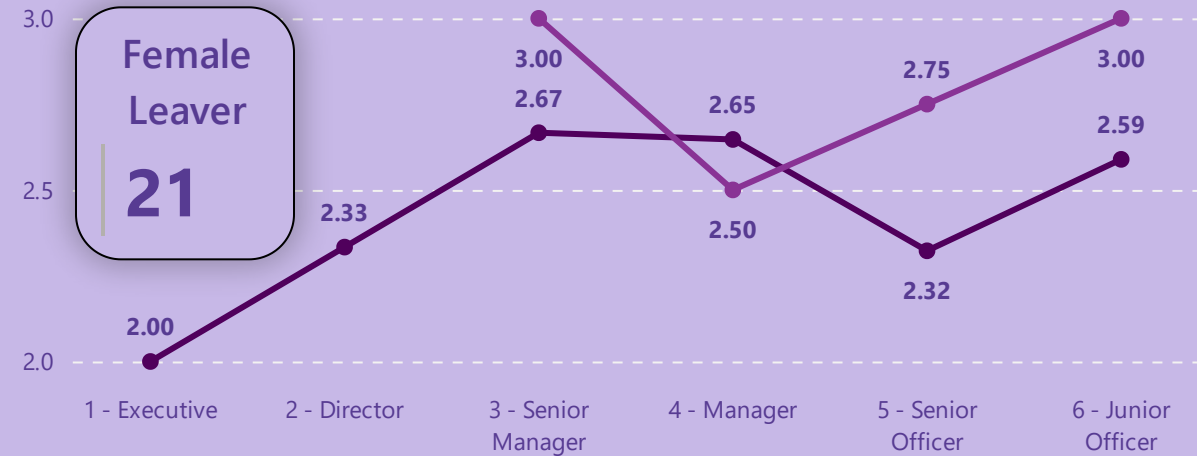
Leaver FY20 by Last Department in FY20 and Gender

Gender ● Female ● Male



Average of Performance Rating of Leaver vs Non-Leavers (Female)

FY20 leaver? ● No ● Yes



Leaver FY20

47

Average Rating Female

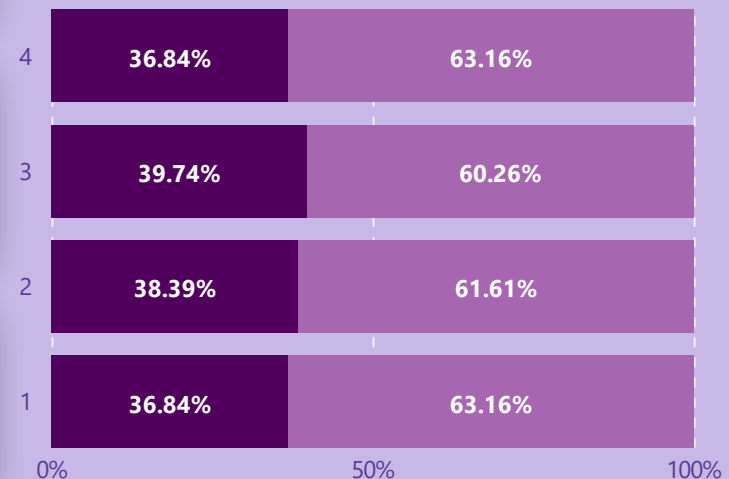
2.42

Average Rating Male

2.41

Performance Rating FY20

Gender ● Female ● Male



Average Performance Rating of Leaver vs Non-Leaver(Male)

FY20 leaver? ● No ● Yes





Phone Now - Recommendation

- Male Professional makes up to **60%** of the workforce. The company can plan to build a staff that is more inclusive and diverse.
- The average performance rating of Female Employee stood out to be **2.42** which is slightly greater than men (**2.41**).
- Compared to men professionals, female professionals were promoted more frequently.
- More Male Professionals being promoted within the company will help to bridge the promotion gap.