



Department

All ▼



500

Total Employees



295

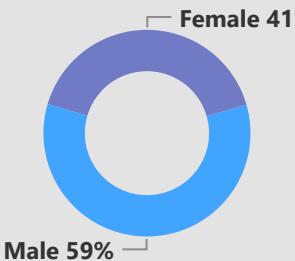
Male



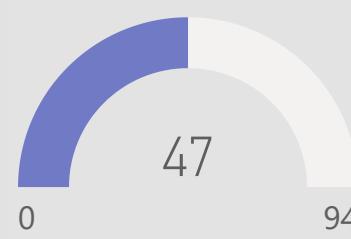
205

Female

Gender Distribution



Leavers Count

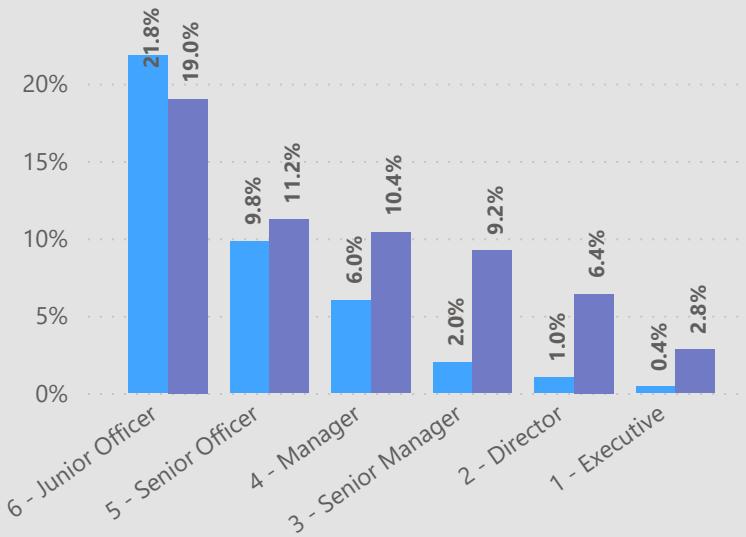


Age Group

All ▼

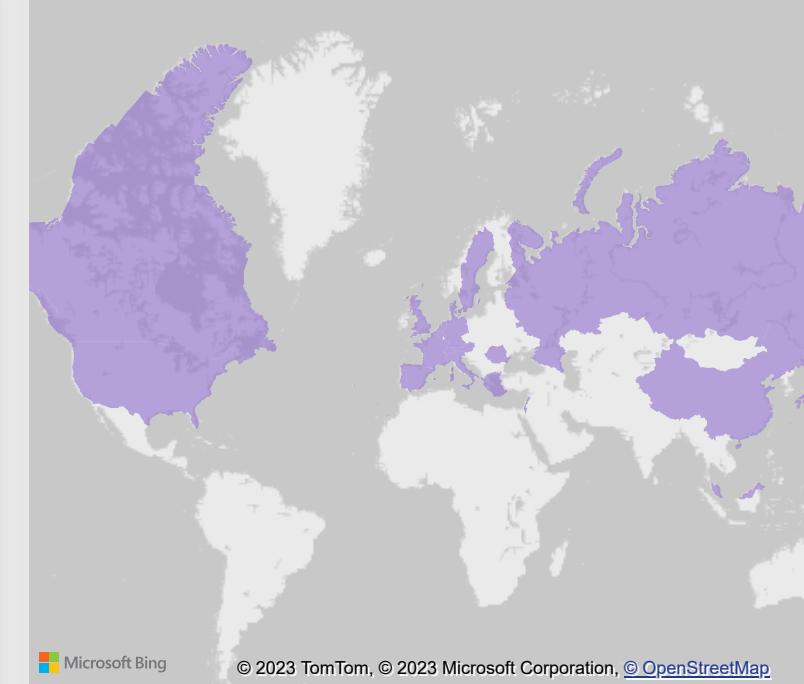
Distribution of Employee at Different Job Levels

Gender ● Female ● Male



Job Level

All ▼

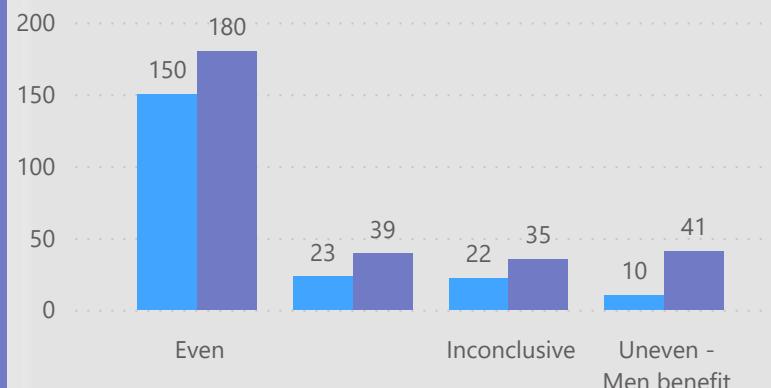


Region Group

All ▼

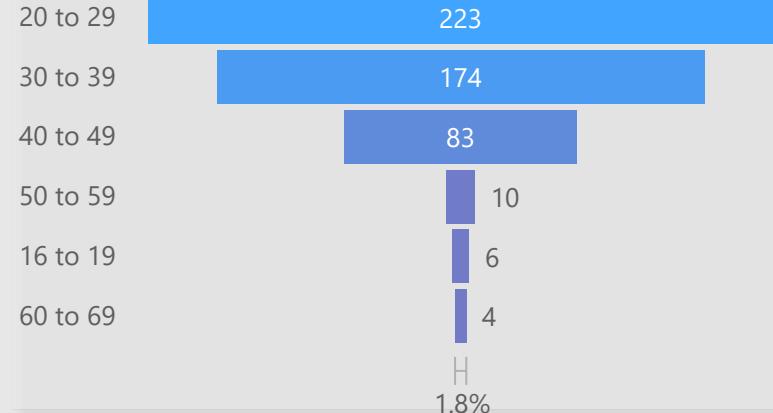
Distribution of Employees at Department & Job Level

Gender ● Female ● Male

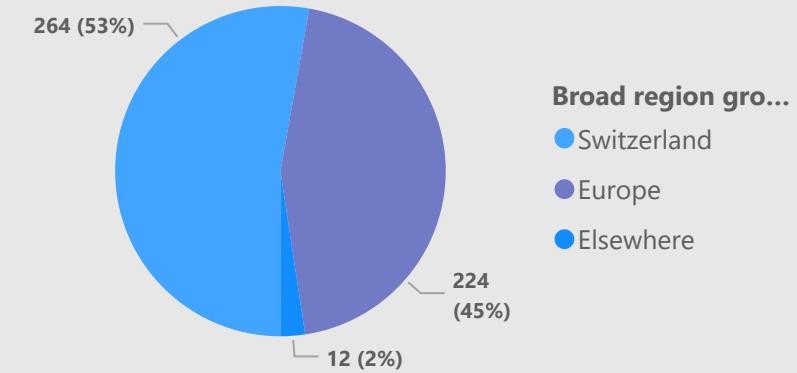


Distribution of Employees Age Group

100%



Distribution of Employees by Broad Region Group





Department

All ▼**500**

Total Employees

**295**

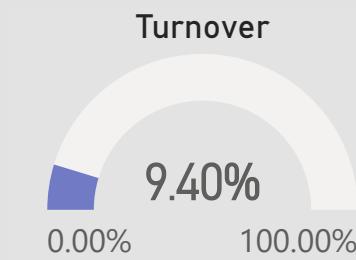
Male

**205**

Female

13.56%

% Promoted



Distribution of Male and Female Employees Across Different Department

Gender ● Female ● Male

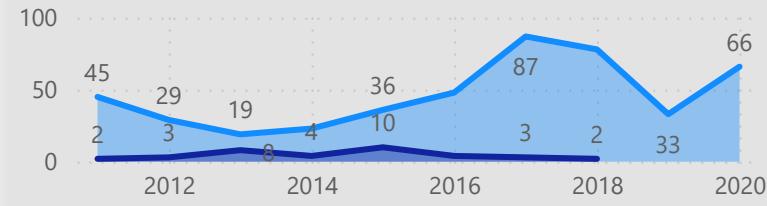


Age Group

All ▼

Employees Hire and Promotion Over the Years

Promotion FY20 ● N ● Y



Employees Hire and Promotion Over the Years

Promotion FY21 ● No ● Yes

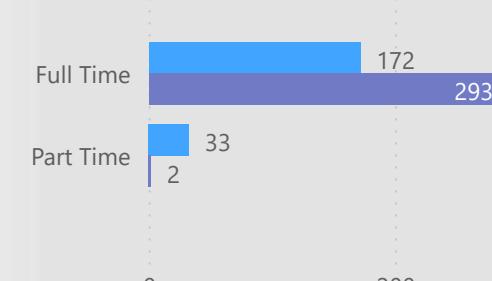


Job Level

All ▼

Employee Count by Time type and Gender

Gender ● Female ● Male



Region Group

All ▼

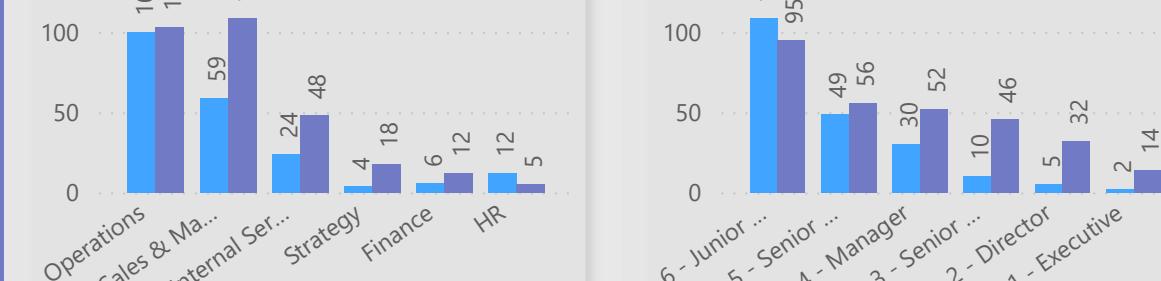
Percentage of Employee Hired by Gender Over the Time

Gender ● Female ● Male



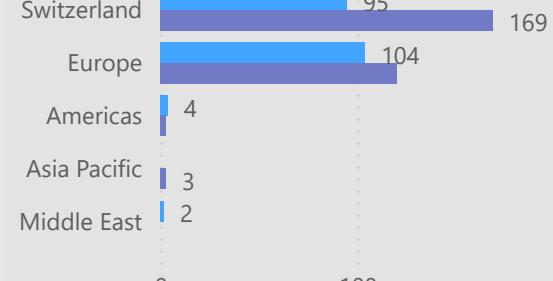
Distribution of Male and Female Employees Across Different Job Level

Gender ● Female ● Male



Employee Count by Region Group and Gender

Gender ● Female ● Male



Department

All 

Age Group

All 

Job Level

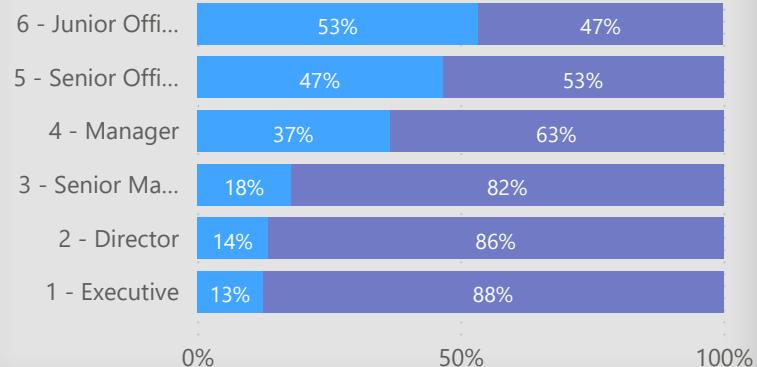
All 

Region Group

All 

Hiring

Gender ● Female ● Male

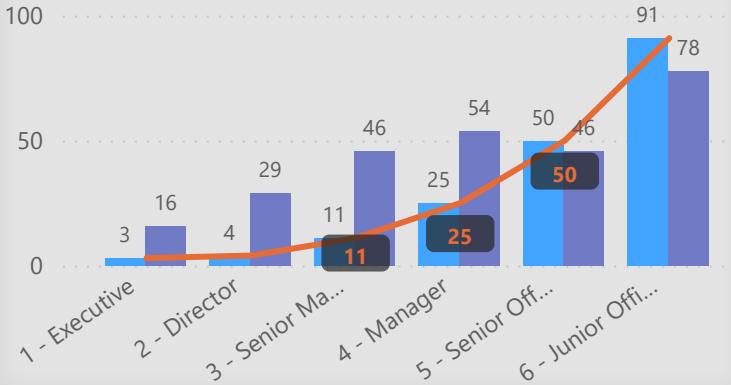


59.00%
% of Hires Men

41.00%
% of Hires Women

FY21 Promotions

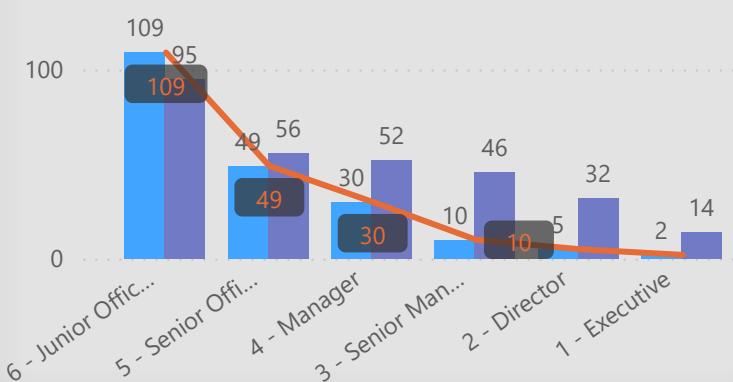
Gender ● Female ● Male ● Women Count



11.19%
% of Men Promoted

8.78%
% of Women Promoted

Gender ● Female ● Male ● Women Count



Average Time in Grade of Employees in FY21

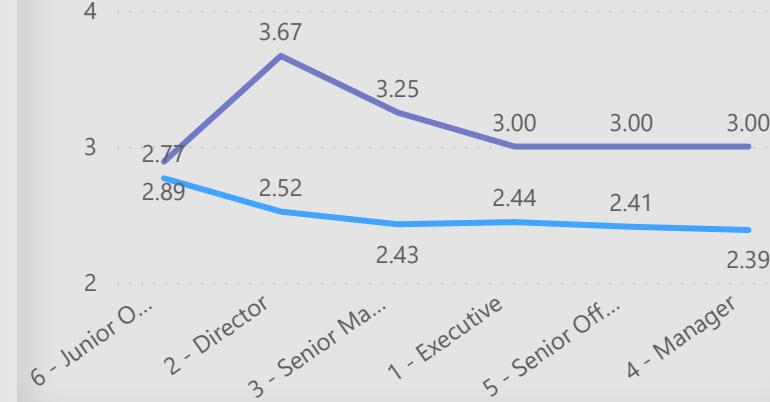
Gender ● Female ● Male



Avg. Time in Job

Average Performance Rating of Leavers vs Non-Leavers (Men)

FY20 leaver? ● No ● Yes

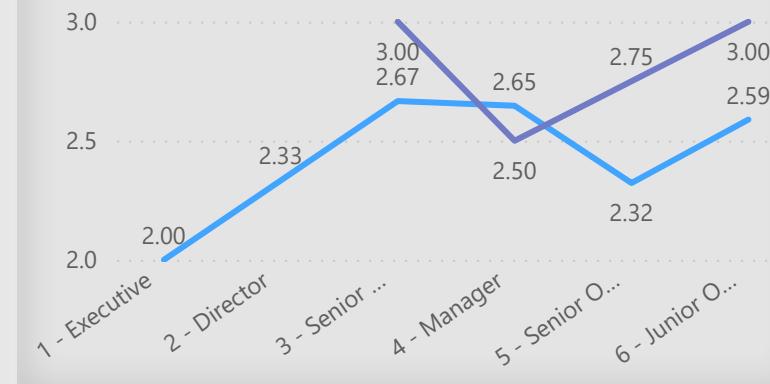


2.41
Avg Rating Men

2.42
Avg Rating Women

Average Performance Rating of Leavers vs Non-Leavers (Women)

FY20 leaver? ● No ● Yes





Root Causes

Gender Bias in Promotion:

The lower percentage of women promoted (8.78%) compared to men (11.19%) suggests potential gender bias in the promotion process. It's essential to assess if there are any biases in decision-making or promotion criteria that may disproportionately impact women.

Gender Imbalance in New Hires:

The higher percentage of male hires (59%) indicates a gender imbalance in the recruitment process. Organizations need to examine their hiring practices to identify any biases that may be limiting the influx of female talent at the executive level.

Performance Rating Disparity:

While the average performance ratings for men and women are close, the slight difference (2.41 for men and 2.42 for women) could contribute to the promotion gap. It's crucial to ensure that performance evaluations are objective and free from gender-based biases.

Retention Challenges:

The turnover rate of 9.40% suggests a potential issue with retaining talent. Organizations should investigate the reasons behind employee departures, especially among women, to address any factors contributing to attrition.

Insights and Suggestions

Review Promotion Criteria:

Conduct a thorough review of the promotion criteria to ensure they are objective and free from gender biases. Implement standardized promotion processes that emphasize merit, skills, and achievements.

Diversity in Recruitment:

Actively promote diversity in recruitment by implementing inclusive hiring practices. Consider setting specific targets for hiring women at all levels, including executive roles. Diversifying the candidate pool can contribute to a more balanced workforce.

Training on Unconscious Bias:

Provide training programs on unconscious bias for decision-makers involved in promotions and performance evaluations. Raising awareness about biases and promoting fair and equitable assessments can contribute to a more inclusive workplace.

Flexible Work Policies:

Explore and enhance flexible work policies to accommodate the diverse needs of employees, especially women who may face additional challenges in balancing work and family responsibilities.

Employee Resource Groups (ERGs):

Establish Employee Resource Groups focused on gender diversity and inclusion. These groups can provide a supportive network, foster collaboration, and offer insights into the unique challenges faced by women in the workplace.

Leadership Commitment:

Ensure that leadership is committed to fostering a diverse and inclusive culture. Leaders should communicate the organization's commitment to diversity and actively champion initiatives that promote equality.