

Gender Balance

The Root Causes Analytics at Executive Level:



KEY PERFORMANCE INDICATORS CREATED

Some Key Indicators created and analysed:

- Women and Men hired in FY 2020.
- Employees promoted in FY 20-21.
- The average performance rating of both Men and Women.
- Turnover in FY 2020.
- Gender by Job Level.

Root causes of slow progress:

1. For FY 2020, more women were hired; **52%** women compared to men **48%**.
2. **90%** of employees were promoted and only **9%** were women.
3. Average performance rating of women was **2.42** compared to **2.41** for men
4. Turnover rate for FY 2020 was **87%** which is really high and could hinder business flow.
5. Men occupied more than **70%** of the roles based on gender by job level.

CONCLUSION:

In order to have Gender Diversity

- More women need access to promotion.
- Given the average performance rating of women being 2.42 which is higher than men means, women are performing relatively higher.
- In FY 2020 more women were hired however few were promoted compared to men.



Diversity & Inclusion

Gender Balance at Executive Level

Department

All

Of Employees

500

Of Women

205

Of Men

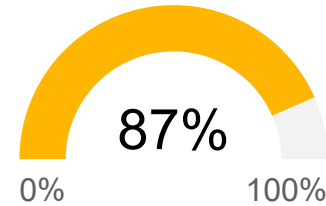
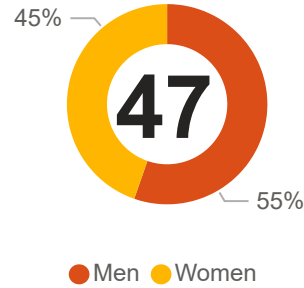
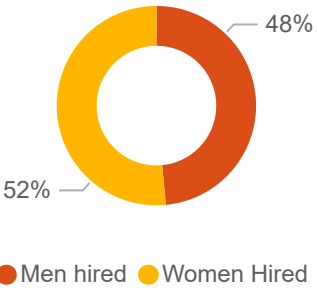
295

Women and Men Hired 2020

FY 2020 Leavers

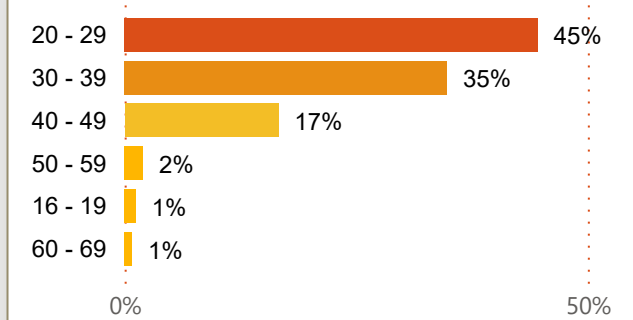
Turnover 2020

Employees By Age Group



2.42
Avg. Performance Rating Women

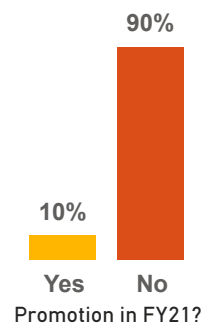
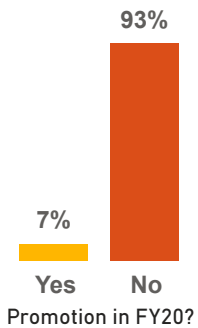
2.41
Avg. Performance Rating Men



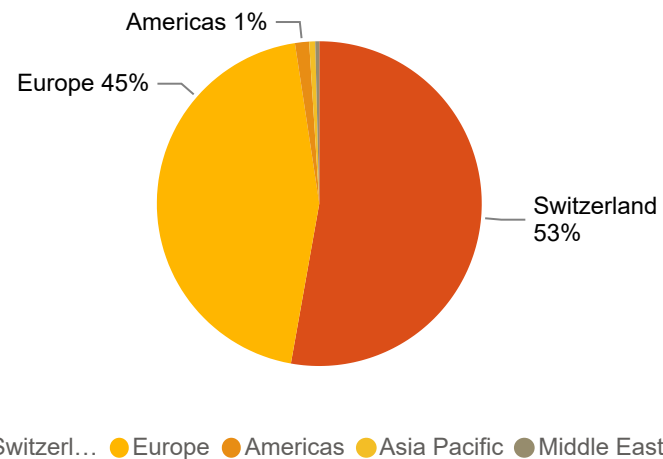
Employees Promoted 20-21

Women Promoted
9%

Women Not Promoted
91%



Nationality by Region



Gender by Job Level FY 2020

