

Diversity & Inclusion Insights: Gender Balance and Leadership Progress

Age Group

All

Nationality

All

Department

All

Job Level

All

Hiring

Male

295

Female

205

Leavers

47

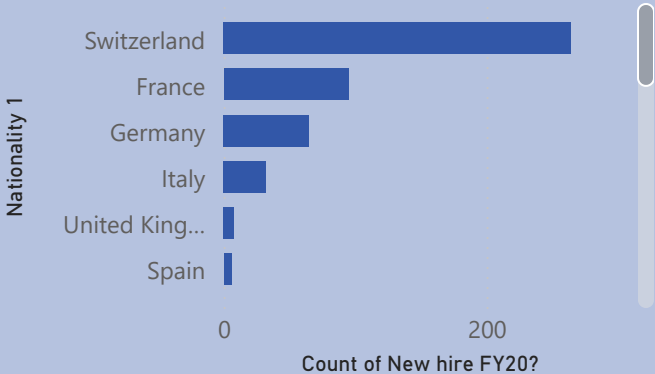
Turnover %

9.40

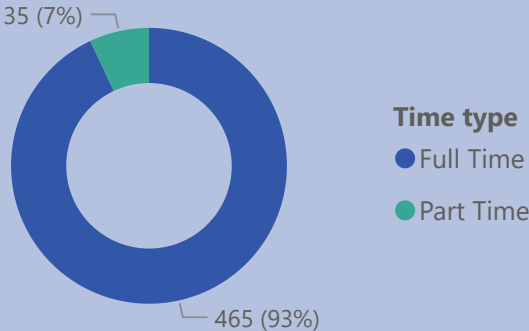
& of Women Hired FY21

17

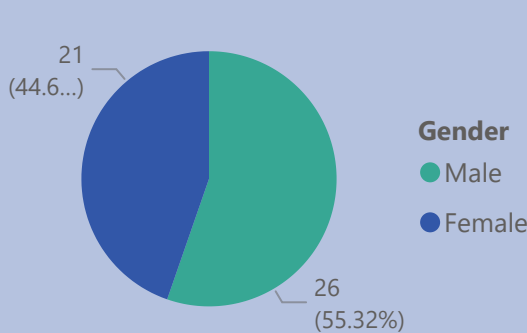
New Hires FY20 by Nationality



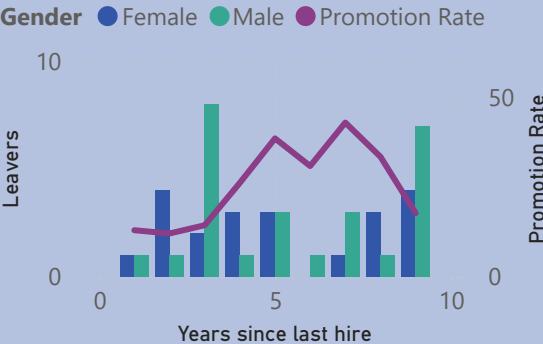
Sum of Employee by Time type



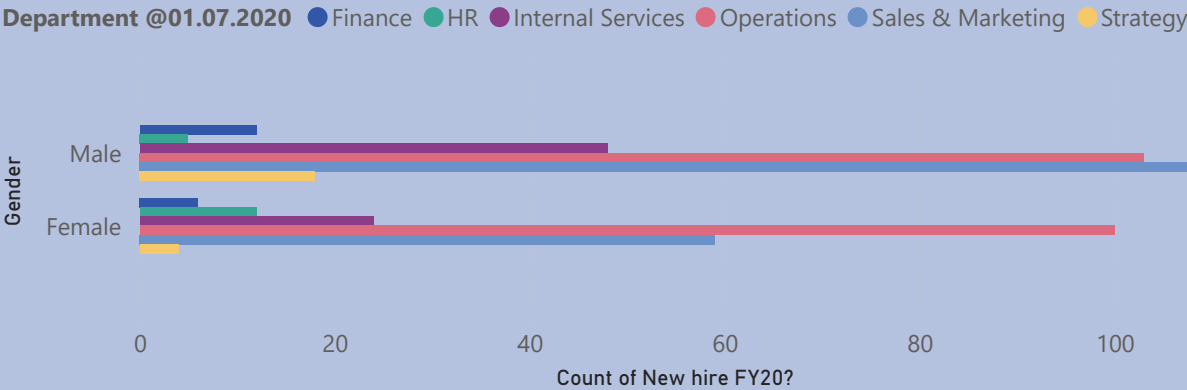
Leavers by Gender



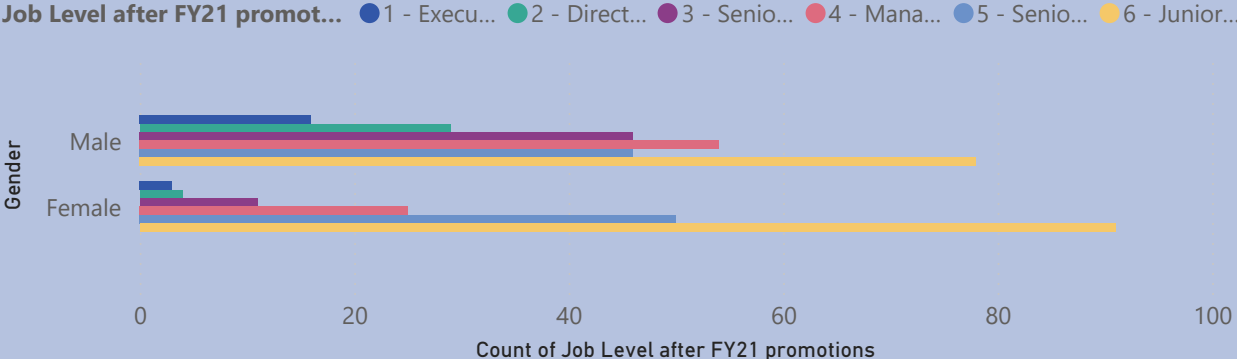
Leavers and Promotion Rate by Years since last hire and Gender



New Hires by Gender and Department



Job Level after FY21 promotions by Gender



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Age Group

All

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All

Department

All

Job Level

All

Promotion

Promotion Rate

22.07

Average Time Spent in Job Level Before Promotion

2.36

% of Men Promoted FY21

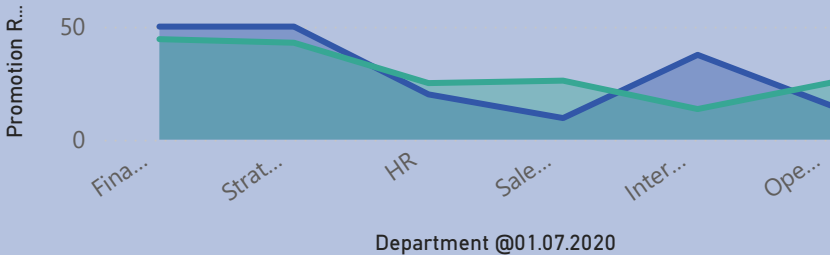
10.85

% of Women Promoted FY21

9

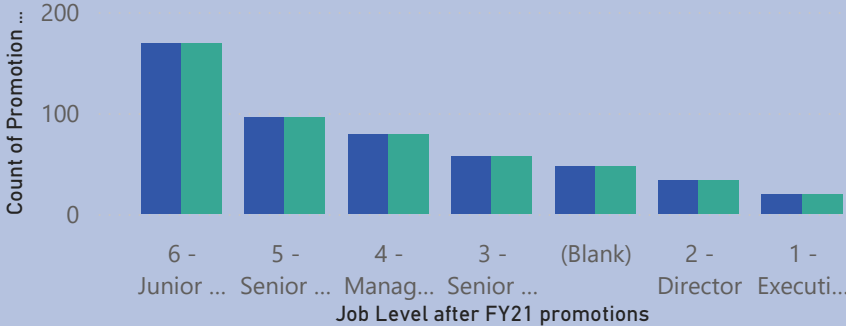
Promotion Rates in FY20 and FY21 by Gender and Departments

Gender ● Female ● Male

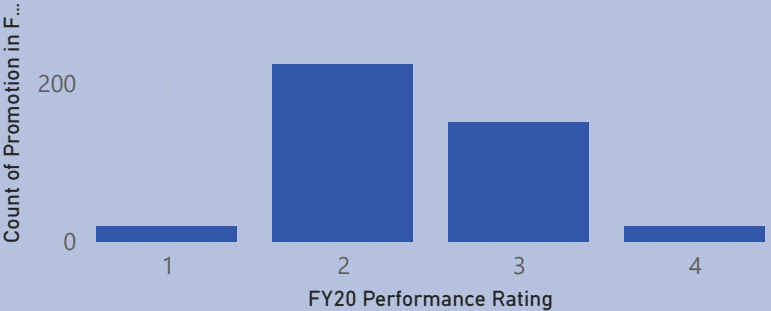


Promotion Rates in FY20 and FY21 by Job Levels

Count of Promotion in FY20? Count of Promotion in FY21?

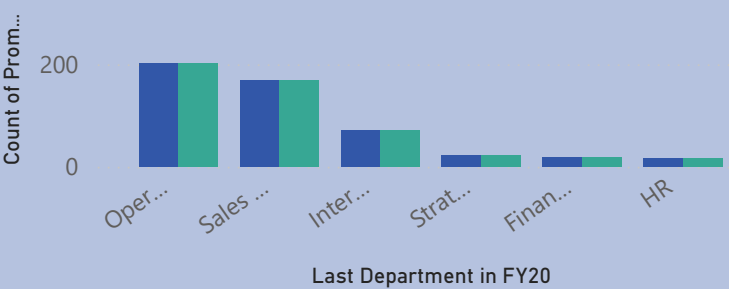


Impact of FY20 Performance Rating on FY21 Promotions

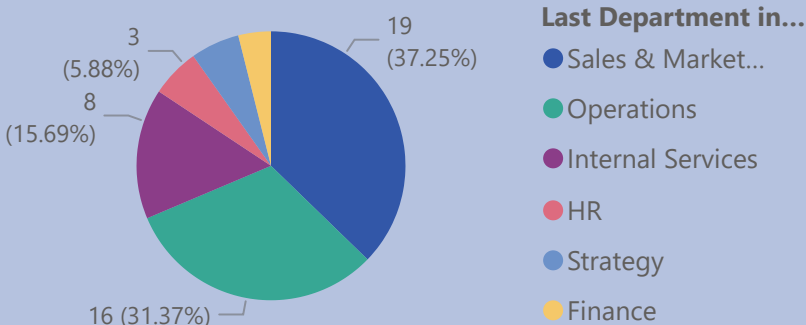


Promotion Rates in FY20 and FY21 by Departments

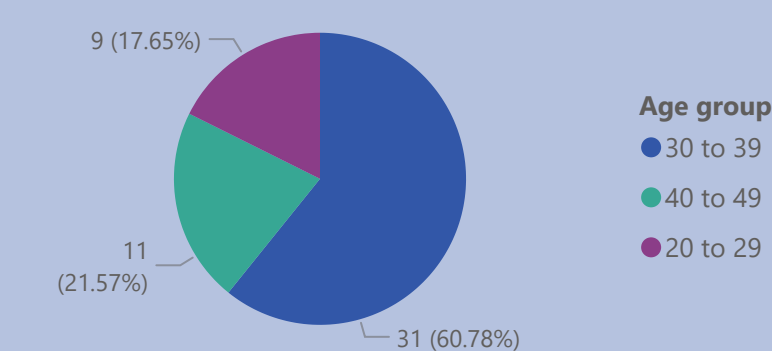
Count of Promotion in FY20? Count of Promotion in FY21?



Promotion distribution FY21 by Department



Promotion distribution FY21 by Department



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All

Nationality

All

Department

All

Job Level

All

Performance

Average Performance Rating (Men)

2.41

Average Performance Rating (Women)

2.42

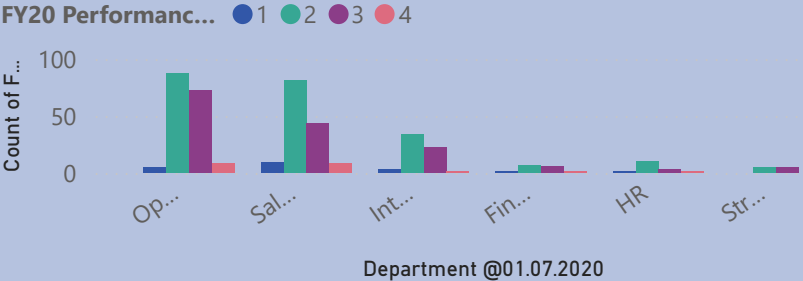
High Performance Rating FY20

41.16

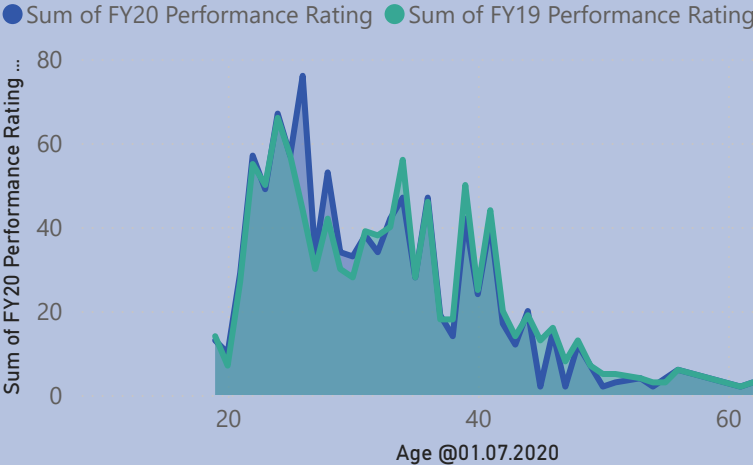
High Performance Rating FY19

59.59

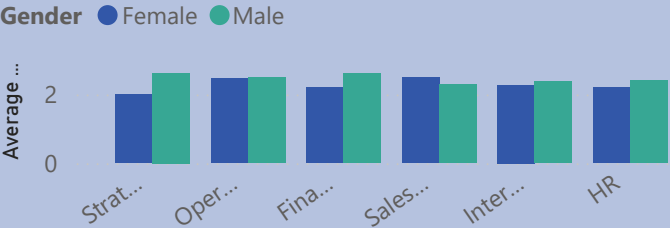
FY20 Performance Ratings across Departments



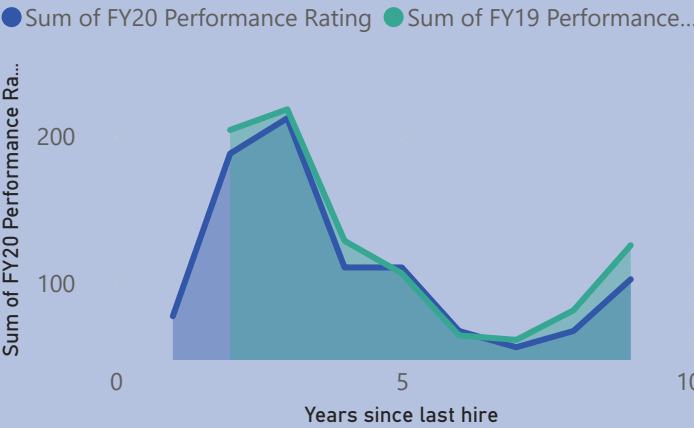
Performance Rating FY19 and FY20 by Age



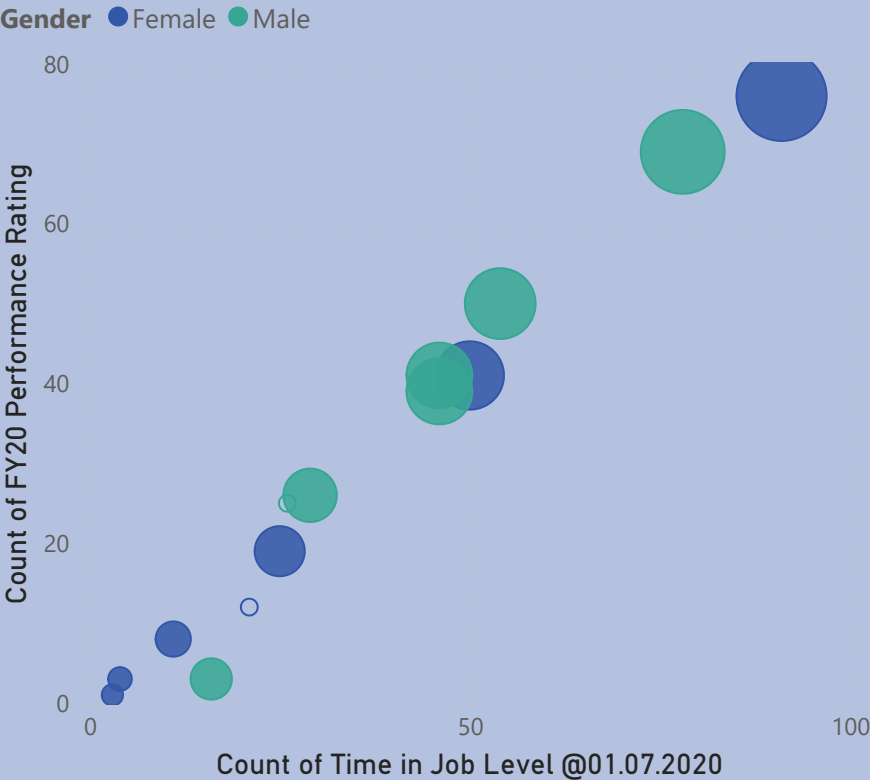
Average of FY20 Performance Rating by Department and Gender



FY20 and FY19 Performance Rating by Years Hired



Time in Job Level, FY20 Performance Rating, and Gender over Hire Duration (Years)



Hiring

Leavers:

- Insights: More male employees left (26) than female employees (21), indicating a higher male turnover.
- Recommendations: Investigate reasons behind higher male turnover by role, department, or region.

New Hires:

- Insights: Switzerland had the highest number of new hires (264), which accounts for 52.80% of all new hires, followed by France and Germany.
- Recommendations: Review gender balance among new hires in Switzerland and consider increasing diversity in other regions.

Promotion Insights

Promotion Rate:

- Insights: Female employees had a slightly higher promotion rate (30.31%) compared to male employees (29.54%).
- Recommendations: While women are promoted more, there may be a lack of women in senior roles, especially at the executive level.

Divergence in Promotions:

- Insights: The Internal Services department showed the highest divergence in promotion rates, with females having a 23.99% higher promotion rate than males.
- Recommendations: Examine why Internal Services supports female advancement and apply this model to other departments.

Junior Officers:

- Insights: The Junior Officer level had the highest promotion count, but the number of promotions was substantially higher for lower levels (6 - Junior Officer promoted 789.47% more than Executive level).
- Recommendations: Focus on improving promotion pathways to higher levels for women.

Promotion Correlation:

- Insights: There's a positive correlation between the promotion counts in FY20 and FY21, suggesting that the employees who were promoted in FY20 are likely to be promoted again in FY21.
- Recommendations: Review gender distribution in promotions and implement targeted leadership programs for women if needed.

Performance Insights

Performance Ratings:

- Insights: The Strategy department showed gender performance divergence, with males slightly outperforming females
- Recommendations: Investigate potential bias or structural issues in performance evaluation in Strategy.

Junior Officer Performance:

- Insights: Female employees had the highest Count of Time in Job Level and FY20 Performance Rating among the 6 - Junior Officer level.
- Recommendations: Address structural barriers preventing women from advancing from Junior Officer to senior roles.

Performance vs. Seniority:

- Insights: The Sum of Performance Ratings for both FY19 and FY20 diverged most after 9 years since the last hire, suggesting that employees who have been with the company for a longer period may see differences in performance ratings over time.
- Recommendations: Assess if long-term female employees receive lower ratings, signaling a need for mentorship and development.

Summary.

1. **High-Turnover Departments:** Analyze male turnover trends in specific departments or regions and use exit interview data to inform retention strategies.
2. **Regional Gender Focus:** Assess gender balance in new hires across regions, particularly in Switzerland, and target efforts to improve female hires in regions with lower representation.
3. **Promotion Pipeline:** Address the drop in promotions at higher levels by implementing leadership programs, mentorship, and clearer promotion pathways for women, especially at junior levels.
4. **Performance Review Standardization:** Standardize performance metrics in departments with gender discrepancies (e.g., Strategy) to reduce bias and ensure fair evaluations.
5. **Talent Development:** Provide career development and leadership opportunities tailored to women to support their advancement from junior roles to executive management.
6. **Gender Equality in Senior Roles:** Ensure women are not overlooked for executive roles by implementing targeted talent identification and grooming high-potential women for top positions.