Diversity And Inclusion HR Dashboard

pwc

Filters
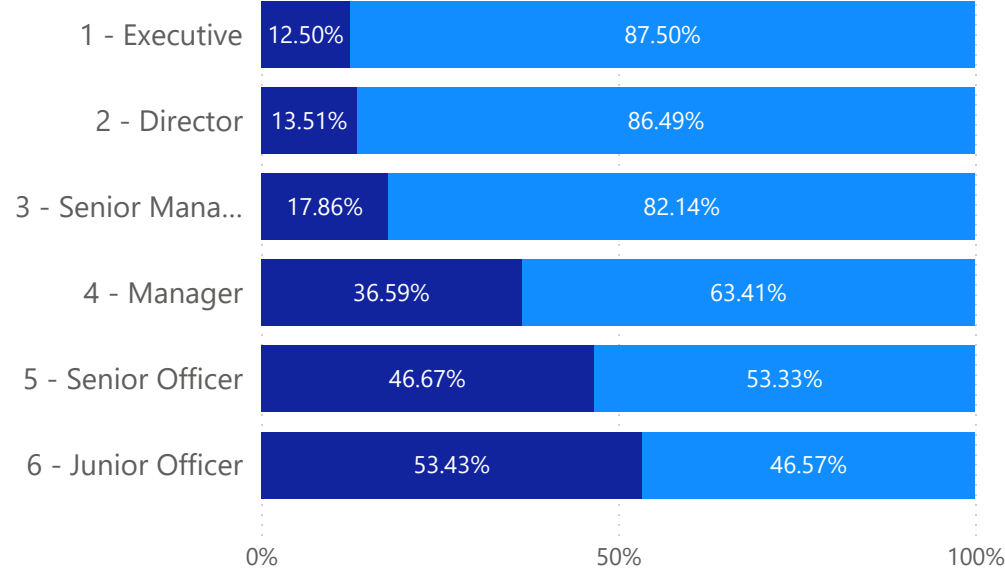
Department
All

Job Level
All

Age
All

Region Level
All

41% % of hires Women

59% % of hires men

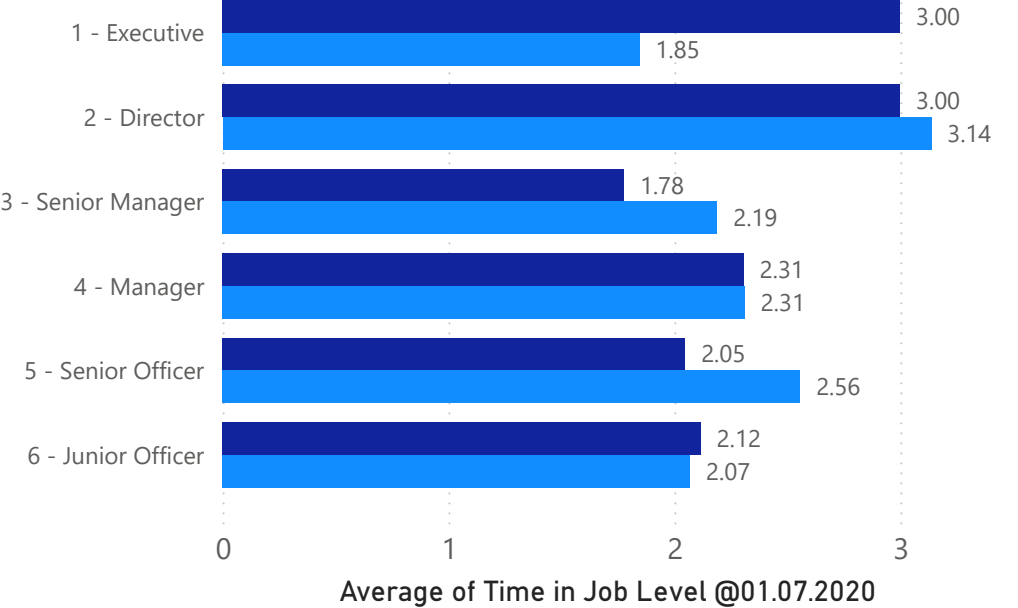205 Number_of_female
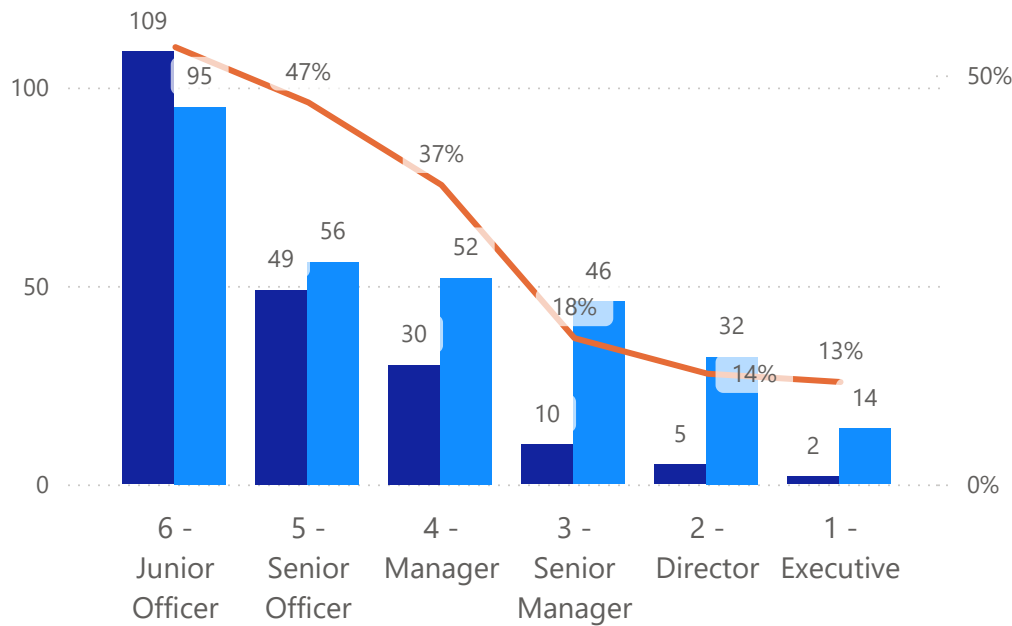
295 Number_of_male

HIRING

Gender ● Female ● Male

Job Level	Female	Male
1 - Executive	12.50%	87.50%
2 - Director	13.51%	86.49%
3 - Senior Mana...	17.86%	82.14%
4 - Manager	36.59%	63.41%
5 - Senior Officer	46.67%	53.33%
6 - Junior Officer	53.43%	46.57%

Gender ● Female ● Male ● % of hires Women

Job Level	Female	Male	% of hires Women
6 - Junior Officer	109	95	47%
5 - Senior Officer	49	56	37%
4 - Manager	30	52	18%
3 - Senior Manager	10	46	14%
2 - Director	5	32	13%
1 - Executive	2	14	

PROMOTION(THIS YEAR)

Gender ● Female ● Male

Job Level after FY20 promotions — Average of Time in Job Level @01.07.2020

Job Level	Female	Male
1 - Executive	3.00	1.85
2 - Director	3.00	3.14
3 - Senior Manager	1.78	2.19
4 - Manager	2.31	2.31
5 - Senior Officer	2.05	2.56
6 - Junior Officer	2.12	2.07

Gender ● Female ● Male ● % of hires Women

Count of Employee ID — Job Level after FY21 promotions

Job Level	Female	Male	% of hires Women
1 - Executive	3	16	16%
2 - Director	4	29	12%
3 - Senior Manager	11	46	19%
4 - Manager	25	54	32%
5 - Senior Officer	50	46	52%
6 - Junior Officer	91	78	
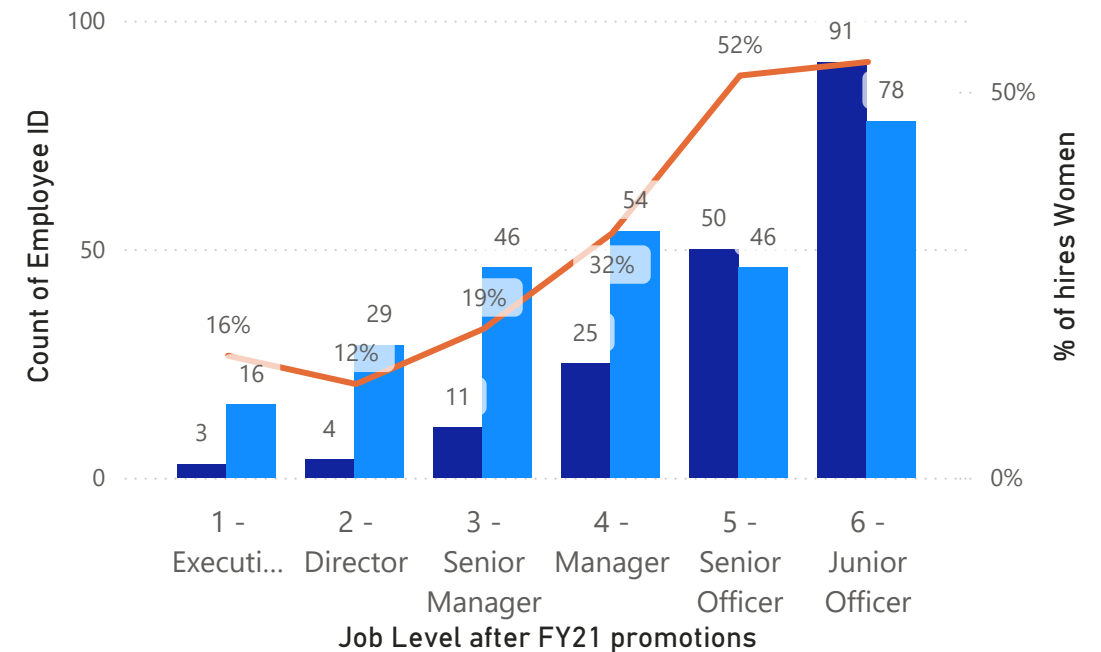
Diversity And Inclusion HR Dashboard

Department
All

Job Level
All

Age
All

Region Level
All

2.58
Avg Male Rating
2.56
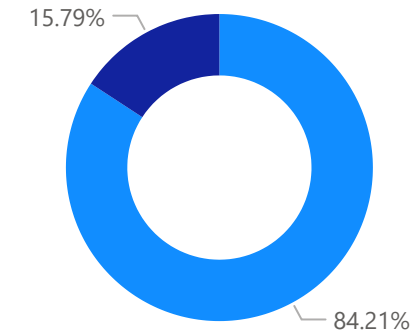Avg Female Rating

GENDER BALANCE

Executive Split Fy20

12.5%

87.5%
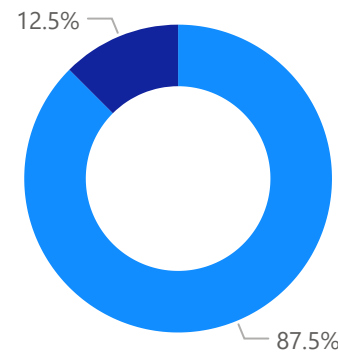
Gender
● Male
● Female

Executive Split Fy21

15.79%

84.21%

Gender
● Male
● Female

Executive Hires(FY20)

100%
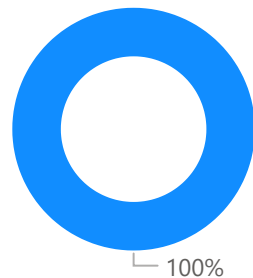
Gender
● Male

Executive Promotions (Fy20)
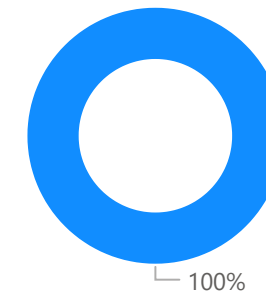
100%

Gender
● Male

AGE GROUP
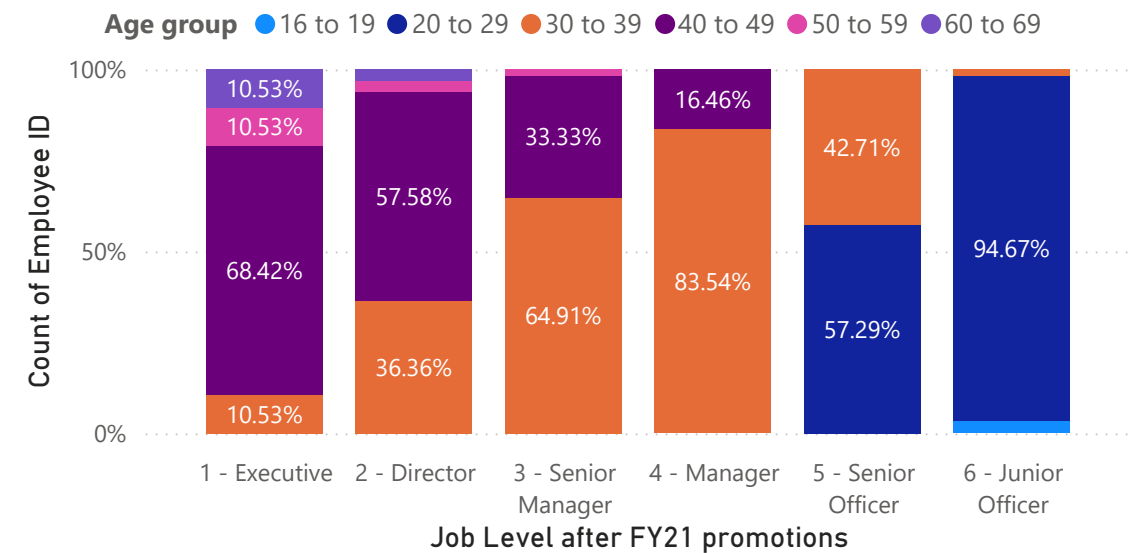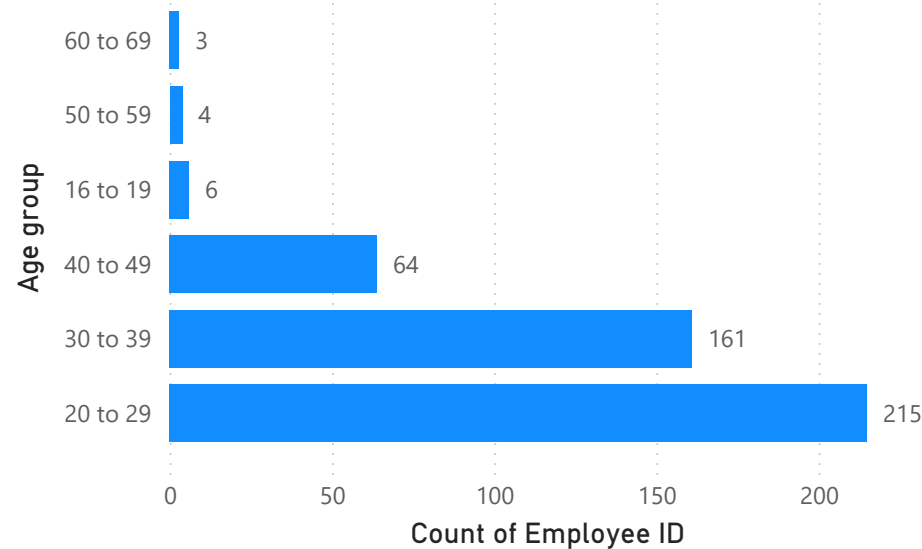
Count of Employee ID by Age group

Age group	Count
60 to 69	3
50 to 59	4
16 to 19	6
40 to 49	64
30 to 39	161
20 to 29	215

Count of Employee ID

Age group ● 16 to 19 ● 20 to 29 ● 30 to 39 ● 40 to 49 ● 50 to 59 ● 60 to 69

Job Level after FY21 promotions					
1 - Executive	2 - Director	3 - Senior Manager	4 - Manager	5 - Senior Officer	6 - Junior Officer
10.53%					
10.53%					
68.42%	57.58%	33.33%	16.46%	42.71%	94.67%
10.53%	36.36%	64.91%	83.54%	57.29%	

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Department
All

Job Level
All

Age
All

Region Level
All

TURNOVER RATE

FY20 leaver? ●No ●Yes

Average of FY19 Perf...

Job Level after FY20 promotions	No	Yes
6 - Junior Officer	2.89	2.77
2 - Director	2.52	3.67
3 - Senior Manag...	2.43	3.25
1 - Executi...	2.44	3.00
5 - Senior Officer	2.41	3.00
4 - Manag...	2.39	3.00

FY20 leaver? ●No ●Yes

Average of FY19 Perform...

Job Level after FY20 promotions	No	Yes
3 - Senior Manager	2.67	3.00
6 - Junior Officer	2.59	3.00
4 - Manager	2.65	2.50
5 - Senior Officer	2.32	2.75
2 - Director	2.33	
1 - Executive	2.00	

PERFORMANCE

Gender ●Female ●Male

FY20 Performance Rating / %GT Count of Employee ID

Rating	Female	Male
4	36.84%	63.16%
3	39.74%	60.26%
2	38.39%	61.61%
1	36.84%	63.16%

FY20 Performanc... ●1 ●2 ●3 ●4

Gender / Count of Employee ID

Gender	2	3
Male	54.55%	35.97%
Female	53.75%	37.50%