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Key Insights

Hiring

- Women's representation declines at higher job levels, especially from junior officer to executive roles.
- Female hiring increased 51.33% (2011-2020), with a 73.86% surge from 2014-2020.
- The Operations department has gender parity, while Strategy has the lowest female representation.

Promotion

- Female promotions doubled (8 in 2020 to 18 in 2021), but less than 20% of executive promotions went to women.
- Performance ratings are similar across genders, yet promotion policies may not be equitable.
- Women are more likely to be promoted to senior officer roles but struggle to reach executive positions.

Turnover

- Men have a slightly higher turnover rate (10.8%), with 40-49 age group having the highest turnover (25.53%).
- High turnover at junior and senior officer levels suggests a need for better retention policies.
- Turnover is significantly higher in departments with lower gender diversity, highlighting a need for inclusivity efforts.

Recommendations

1. Support Women's Career Growth: Leadership training & mentorship for executive roles.
2. Reduce Turnover: Address mid-career stagnation with incentives & career development
3. Improve Gender Balance: Target hiring in underrepresented departments (e.g., Strategy).