

# YOUR GENDER INCLUSION BASELINE



Among **EMPLOYEES**, the gender proportion is

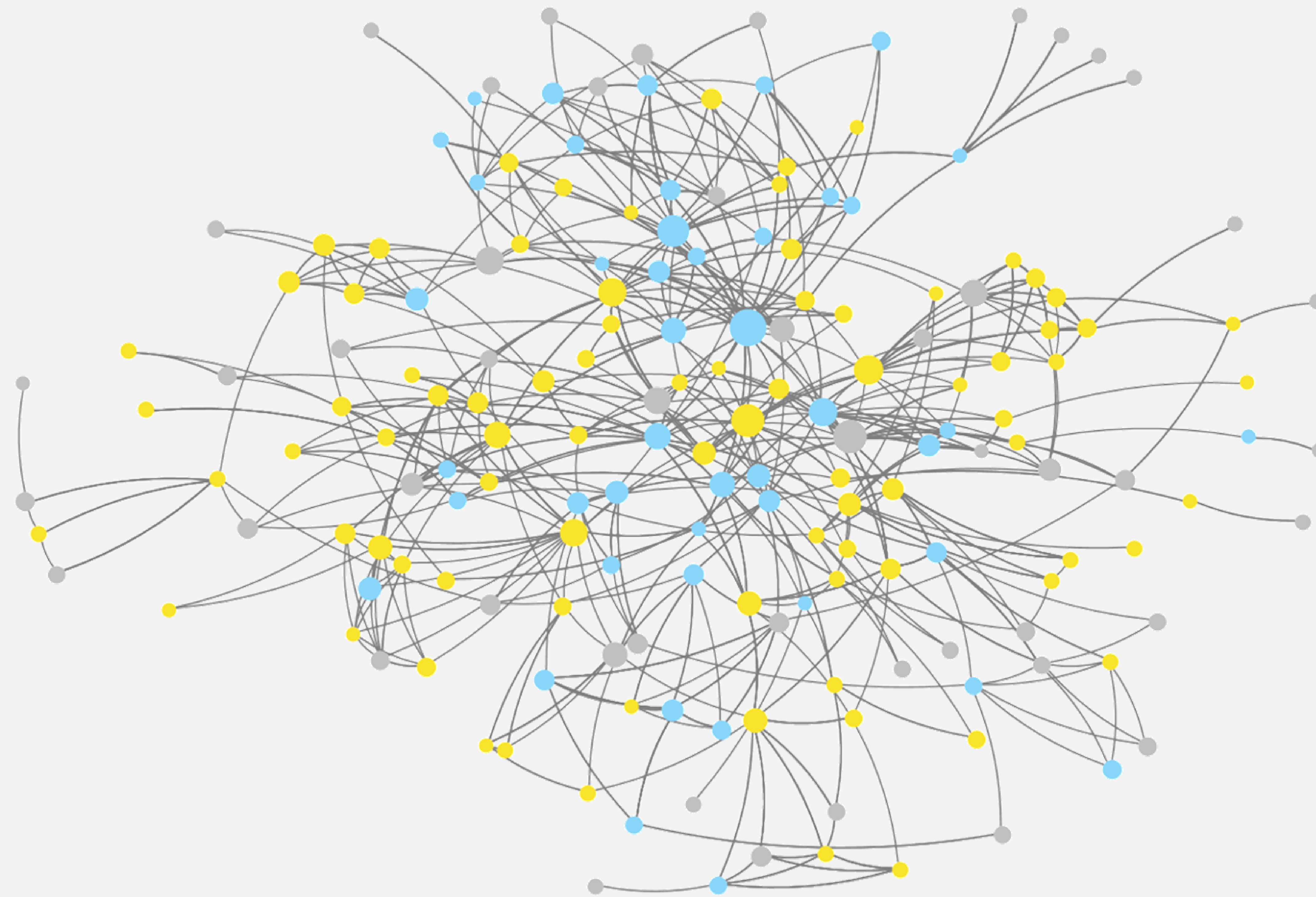
- 29% men
- 71% women

Among **MANAGERS**, the gender proportion shifts to

- 45% men
- 55% women

### DATA FOUNDATION

- 145 responses
- Participation rate 82%
- March 2021

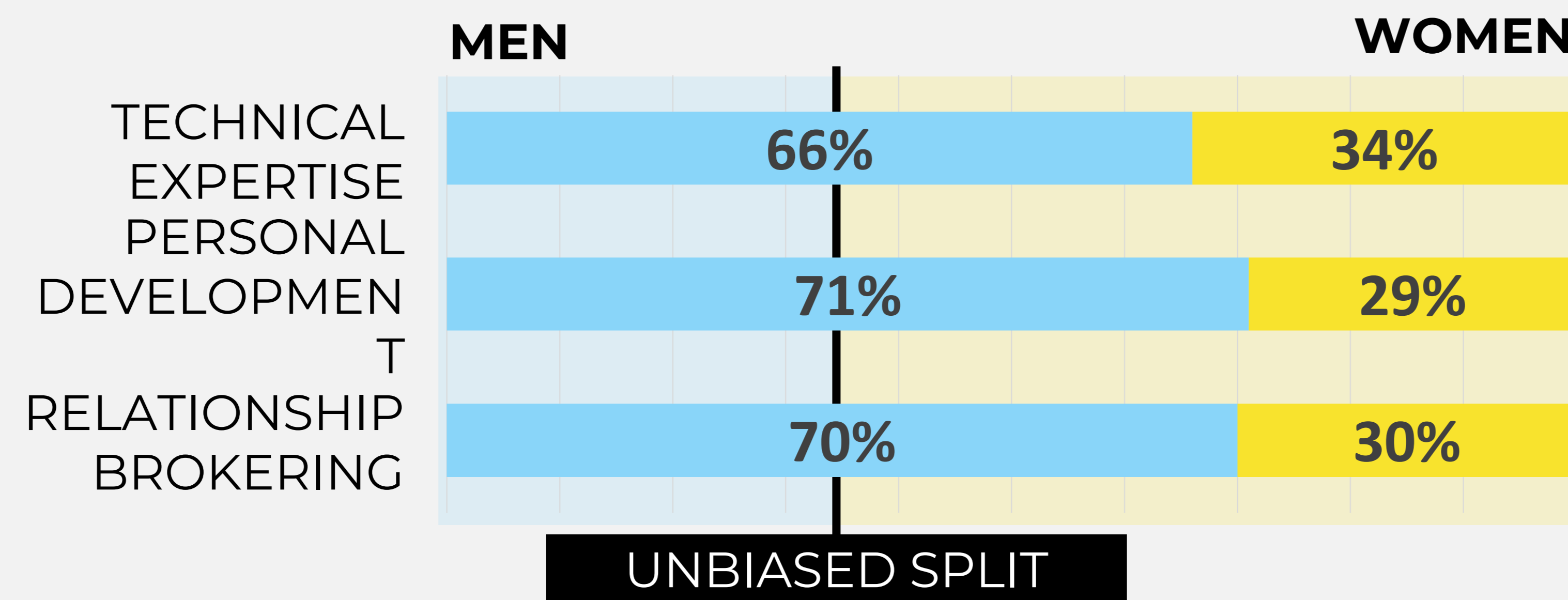


**MEN** are sought out **74%** more than women for help & advice on *technical expertise*

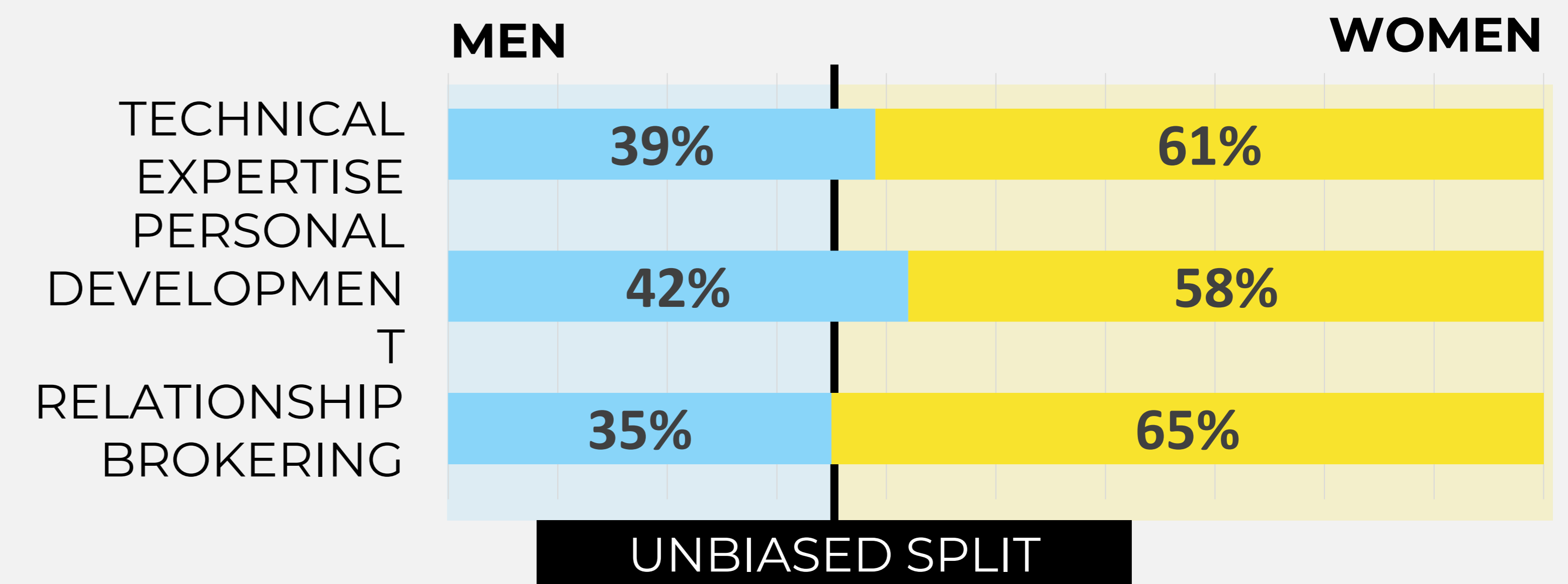
**MEN** are sought out **97%** more than women for help & advice on *personal development*

**MEN** are sought out **73%** more than women for help & advice on *relationship brokering*

### MEN SEEK OUT...



### WOMEN SEEK OUT...



YOUR  
**GENDER**  
INCLUSION BASELINE



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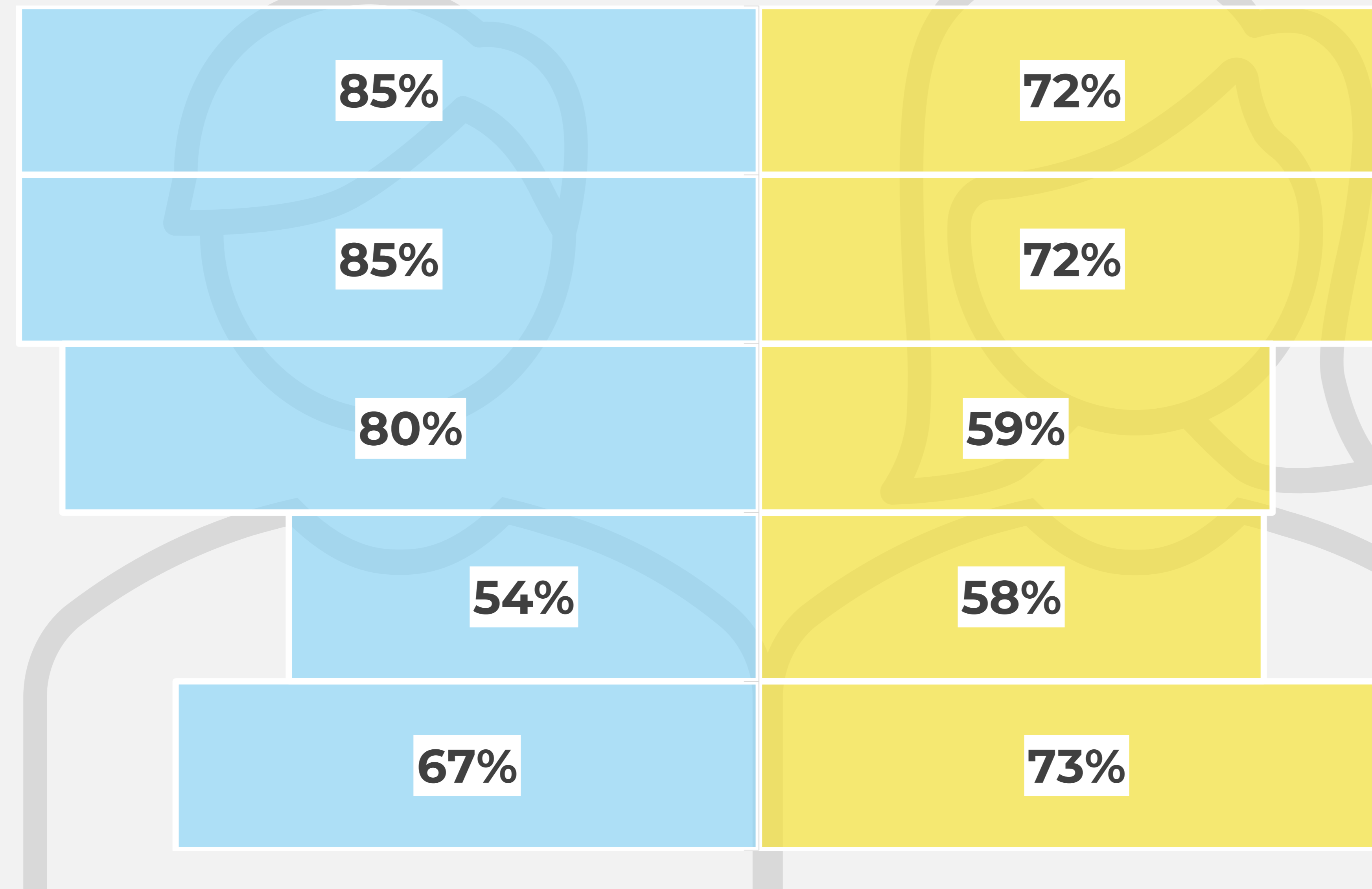
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%-PROPORTION THAT **AGREED** OR **STRONGLY AGREED** WITH THE STATEMENTS

My opinion and ideas count in my work

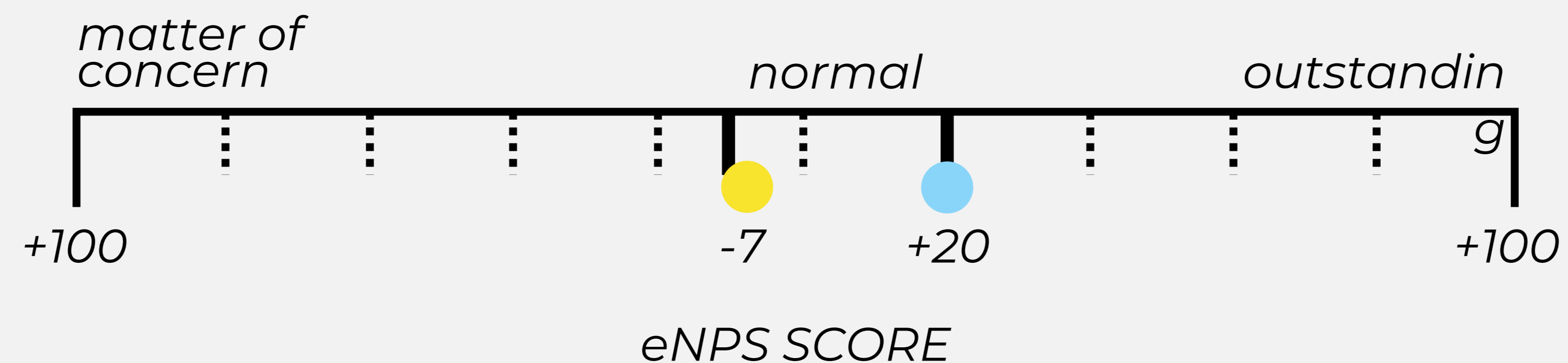
I am given a real opportunity to improve my skills

I am involved in the right decisions

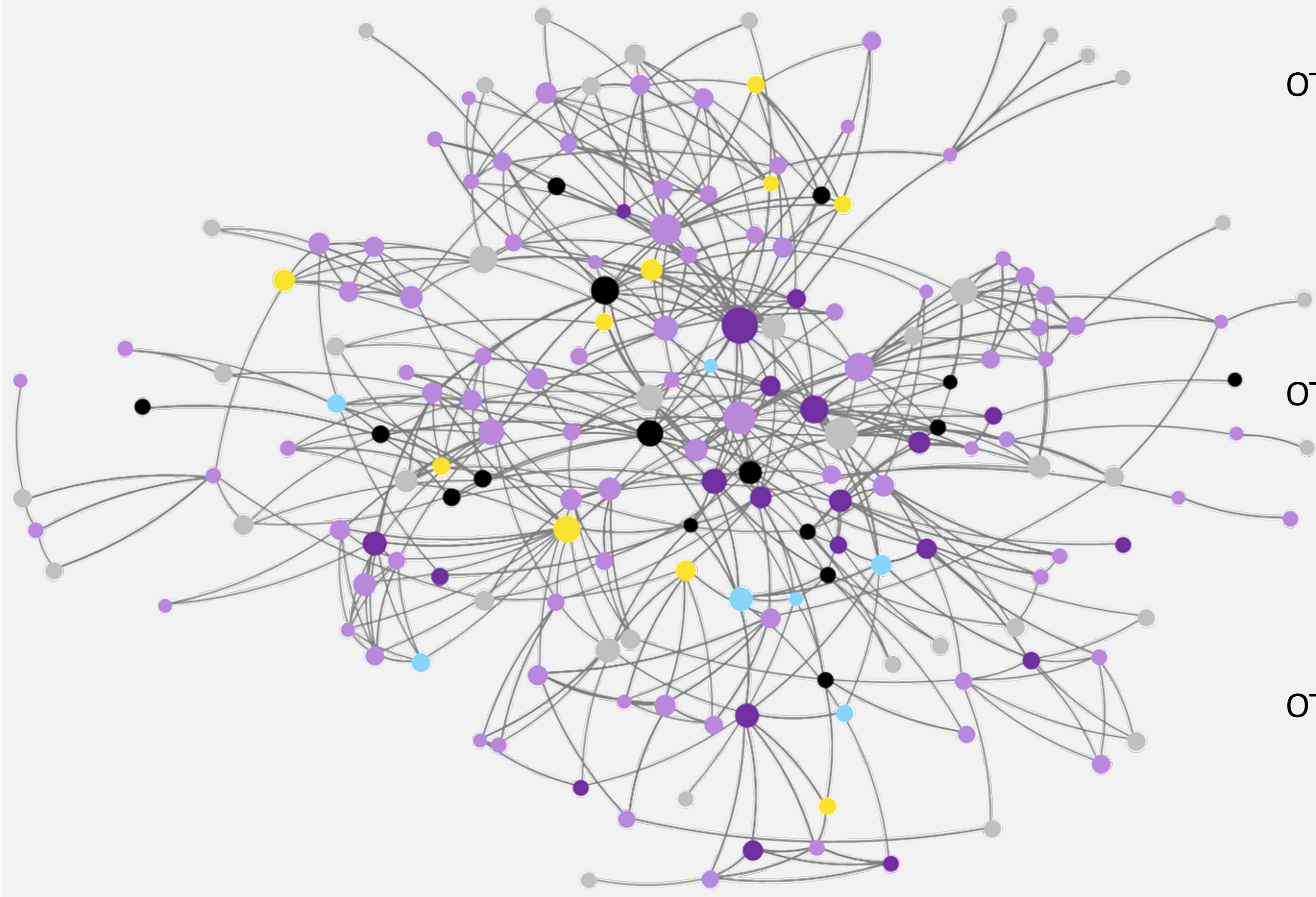
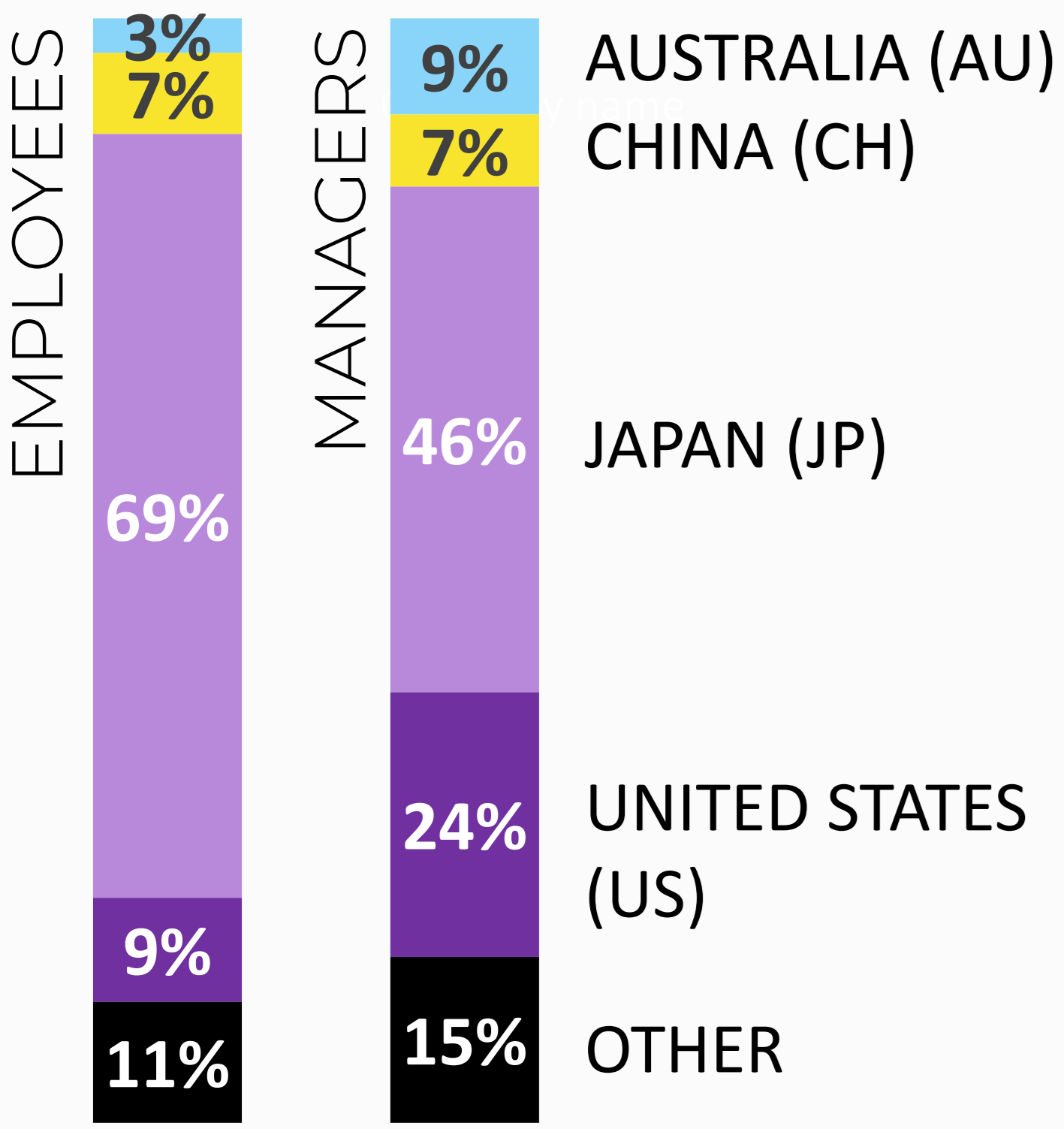
I am rewarded fairly according to my job performance

I am enabled to maintain a healthy balance between my work and personal life

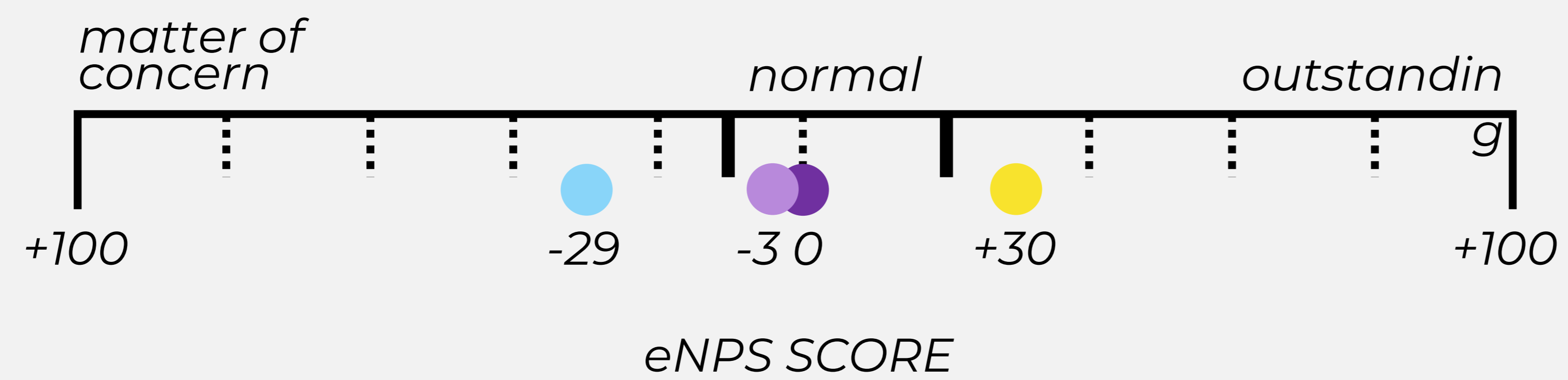
I would recommend our company as a great place to work



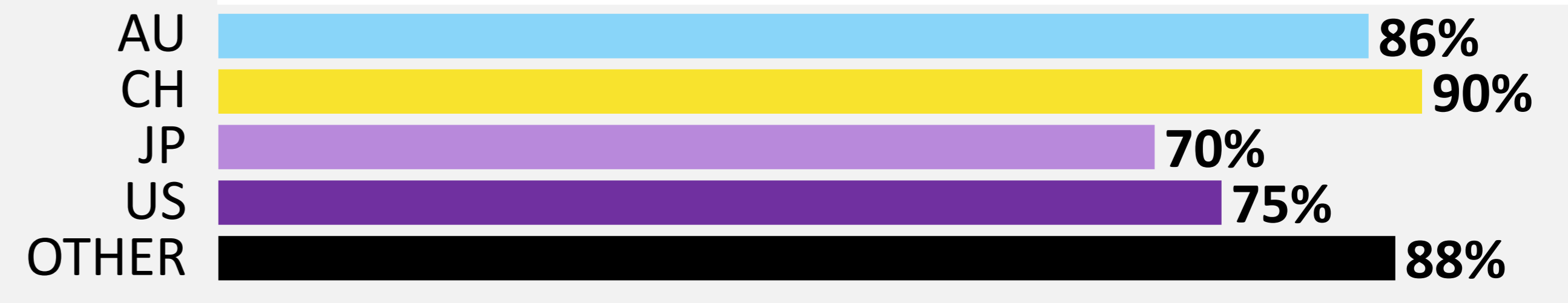
# YOUR NATIONALITY INCLUSION BASELINE



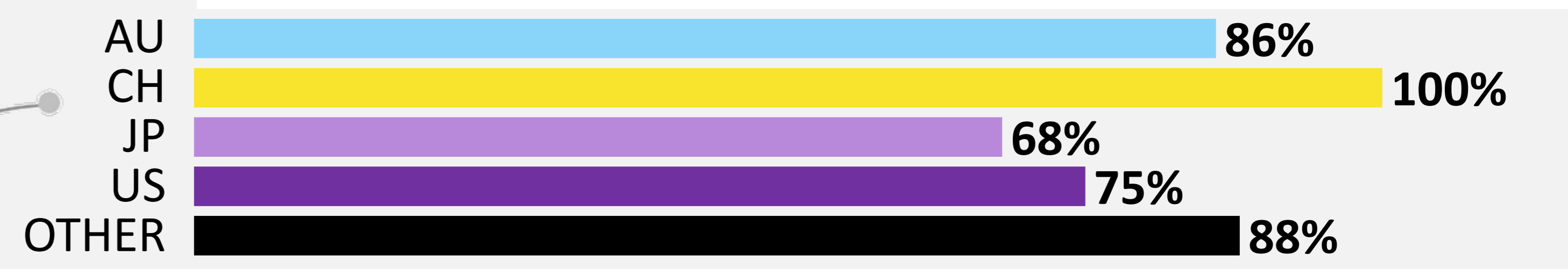
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My opinion and ideas count in my work



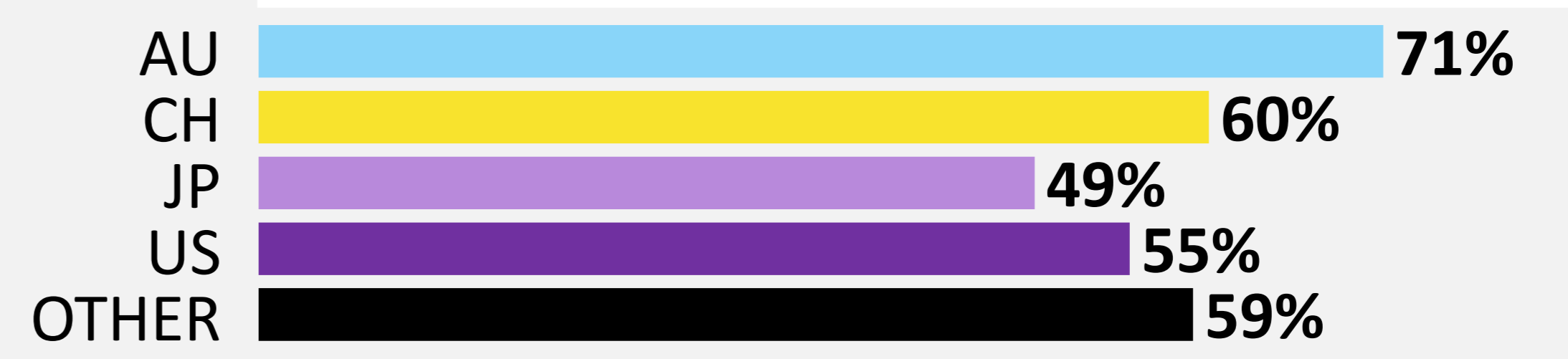
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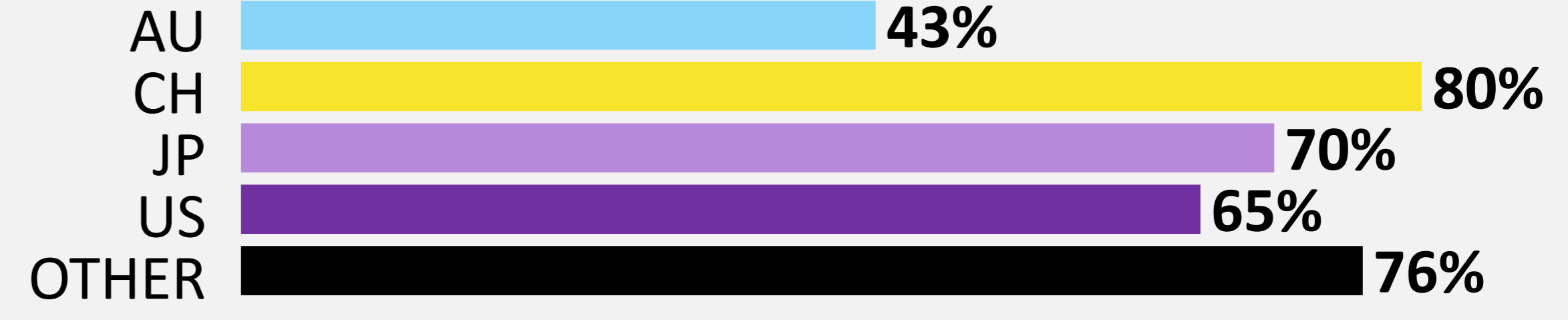
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%-proportion that **Agreed** or **Strongly Agreed** with the statements

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