



Gender Diversity Metrics

Reference For Gender Diversity Metrics

I. Purpose

Gender diversity has become a hot boardroom topic across the globe and is becoming not only a critical issue for human resources (HR) executives, but a major part of corporate strategy. Companies will need to measure certain metrics in order to manage and track effectiveness of initiatives.

The gender metrics listed in the following section are recommended metrics to monitor internally.

II. Benefits

There are several areas that companies can benefit as part of gender diversity metrics tracking.

- Strategic positioning in the war for talent, especially in retaining and developing talent.
- An increase in an organisational's financial and operational performance.
- Well positioned to comply with current or future disclosure requirements.

III. Metrics & Definitions

OBJECTIVES	METRICS	DEFINITIONS
To restore or improve gender mix through focus on: a) Recruitment mix b) Attrition gap	Workforce Mix	Refers to the composition (%) of women in the workforce according to each job level within the organisation.
	Recruitment Mix	Refers to the % of women hire out of the total hire for the given period.
	Attrition Gap	Refers to the difference between the attrition rate (%) of men and women.
To ensure equal engagement between genders	Engagement Gap	Refers to the difference of engagement score (%) between women and men in the organisation.
To improve utilisation of flexible work arrangements (FWA)	FWA Utilisation	Refers to the % of flexible work arrangements' utilisation as part of parenting/personal needs and work-life balance.
To ensure effectiveness of FWA initiatives on engagement	Correlation of FWA utilisation on Employee Engagement	Refers to the increase of engagement score for employees utilising flexible work arrangement.
To ensure equal representation of women in promotions	Promotion Yield Gap	Refers to the yield or conversion of eligible women employees into actual promotions.
To sponsor Diversity and Inclusion	Diversity and Inclusion Sponsorship	Refers to the number of sponsorships of diversity and inclusion events, for both employees and external parties such as flexible work arrangements, women retention, strategies/initiatives and networking sessions.
To increase women's leadership skills	Leadership Survey Score	Refers to the increase of women leadership score (%) through annual leadership survey.
To increase women's participation in trainings	Training Attendance	Refers to the number of women training participants out of the total training participants in the year.