

DIVERSITY, EQUITY & INCLUSION

Survey 2023



About HR Metrics

HR Metrics is a consulting and training firm which provides Competency-based SHRM Certification, ISO Global HR Standards Certification and Audit, HR Data, Analytics, and Diversity & Inclusion management tools to optimize organizational performance.

About Diversity Hub

Diversity Hub Pakistan is a center of expertise within HR Metrics Consulting, with a mission to help organizations become sustainable through inclusive cultural and behavioral change. Diversity Hub reviews emerging global best practices, carries out local research to understand industry need, produces data driven research reports and designs bespoke solutions to facilitate desired outcomes. The Hub also maintains competency inventory of its members to promote mutual learning and networking. Diversity Hub conducted such surveys in the past. In 2019, total 60 organizations participated and in 2018 survey, total 50 organizations participated. If you need a copy of previous reports, please visit www.thehrmetrics.com or contact info@thehrmetrics.com

Background



Diversity Hub Pakistan conducted this survey to help organizations in self evaluating their practices with a reference to global best practices. Survey used D&I strategic management framework, which is a very good tool to plan, implement, benchmark and evaluate D&I initiatives. This framework, developed by the SHRM, is highly useful in aligning D&I programs with strategic outcomes of the organizations. Total 50 organizations from different industries participated in this survey. Complimentary report is being provided to all participating organizations.

Executive Summary: DEI Survey 2023

1. **98%** of organizations consider DEI as important to achieve their business goals.
2. Top 3 reasons to practice DEI are social responsibility (**87%**), diverse talent pool (**85%**) and to become employer of the choice (**73%**).
3. Top 3 diversity focus areas are gender (**98%**), culture (**81%**) and disability (**67%**).
4. Top 3 areas training areas are women leadership development (**82%**), gender inclusion (**76%**) and diversity sensitization (**75%**).
5. Top 3 levels responsible for DEI are middle management (**62%**), c-suite (**54%**) and board directors (**23%**).
6. Top 3 structures to manage DEI are DEI councils, (**44%**), Employee Resource Group (**29%**) and Board DEI committee (**8%**).
7. **40%** of organizations need skilled human resource to manage DEI.
8. Top 3 levels at which skilled resource is needed is middle management (**67%**), non management (**24%**) and c-suite (**10%**).
9. Top 3 areas in which organizations want to grow are DEI Strategy (**73%**), people management (**71%**), and DEI alignment with sustainability (**64%**).
10. Gender diversity at board directors (**21%**), c-suite (**17%**), management level (**21%**) and non management level (**17%**).

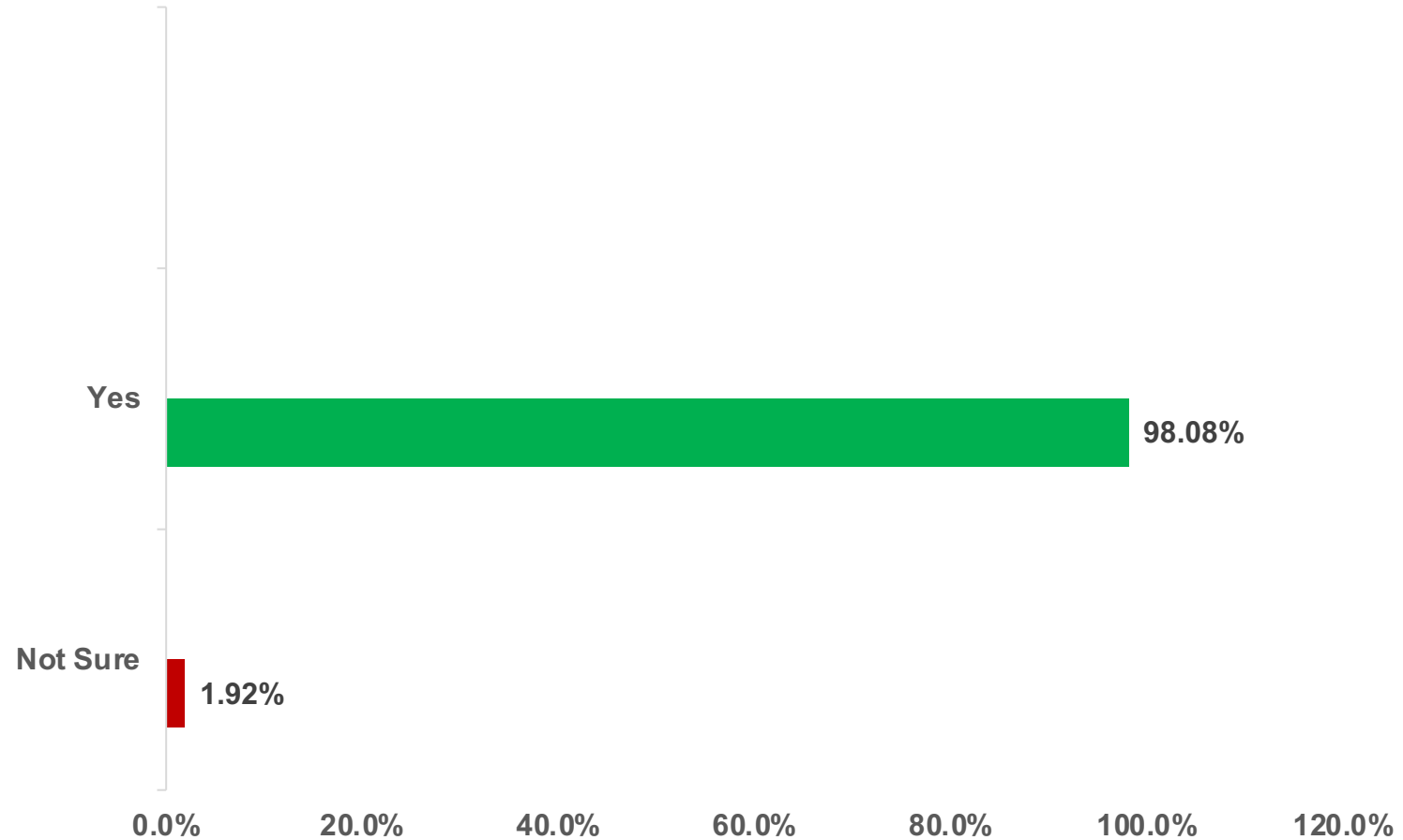


Survey Participating Organizations

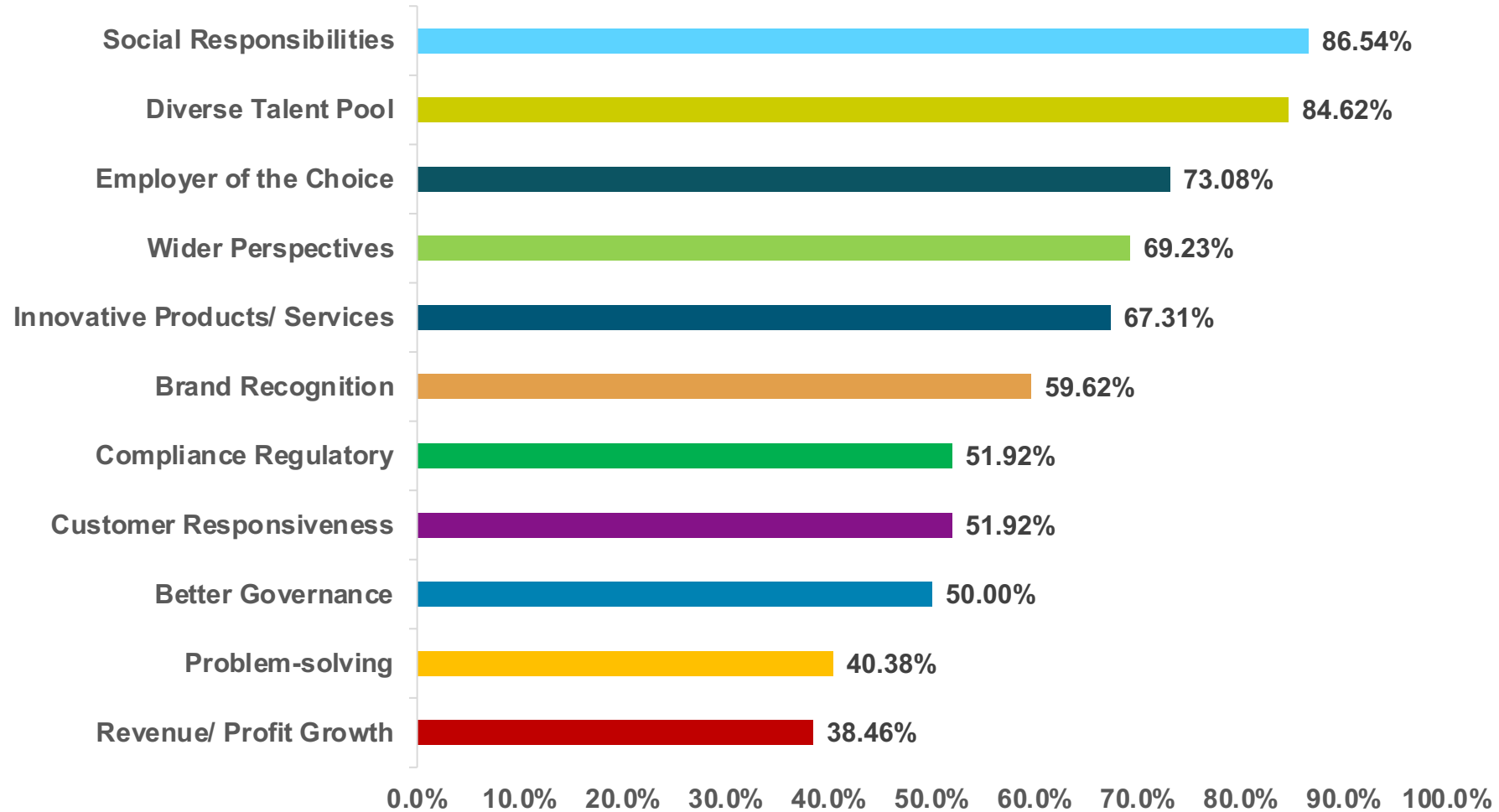


SURVEY FINDINGS

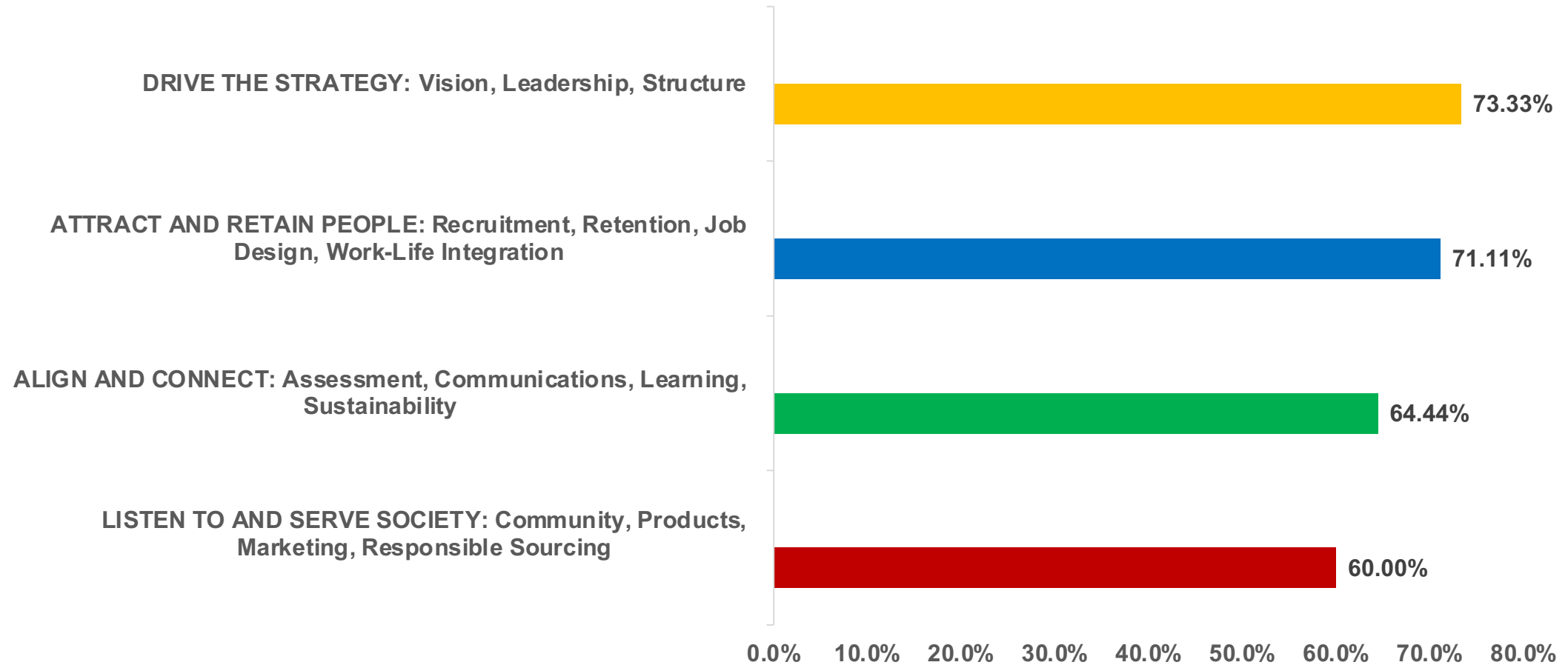
Is DEI material to the success of your organization?



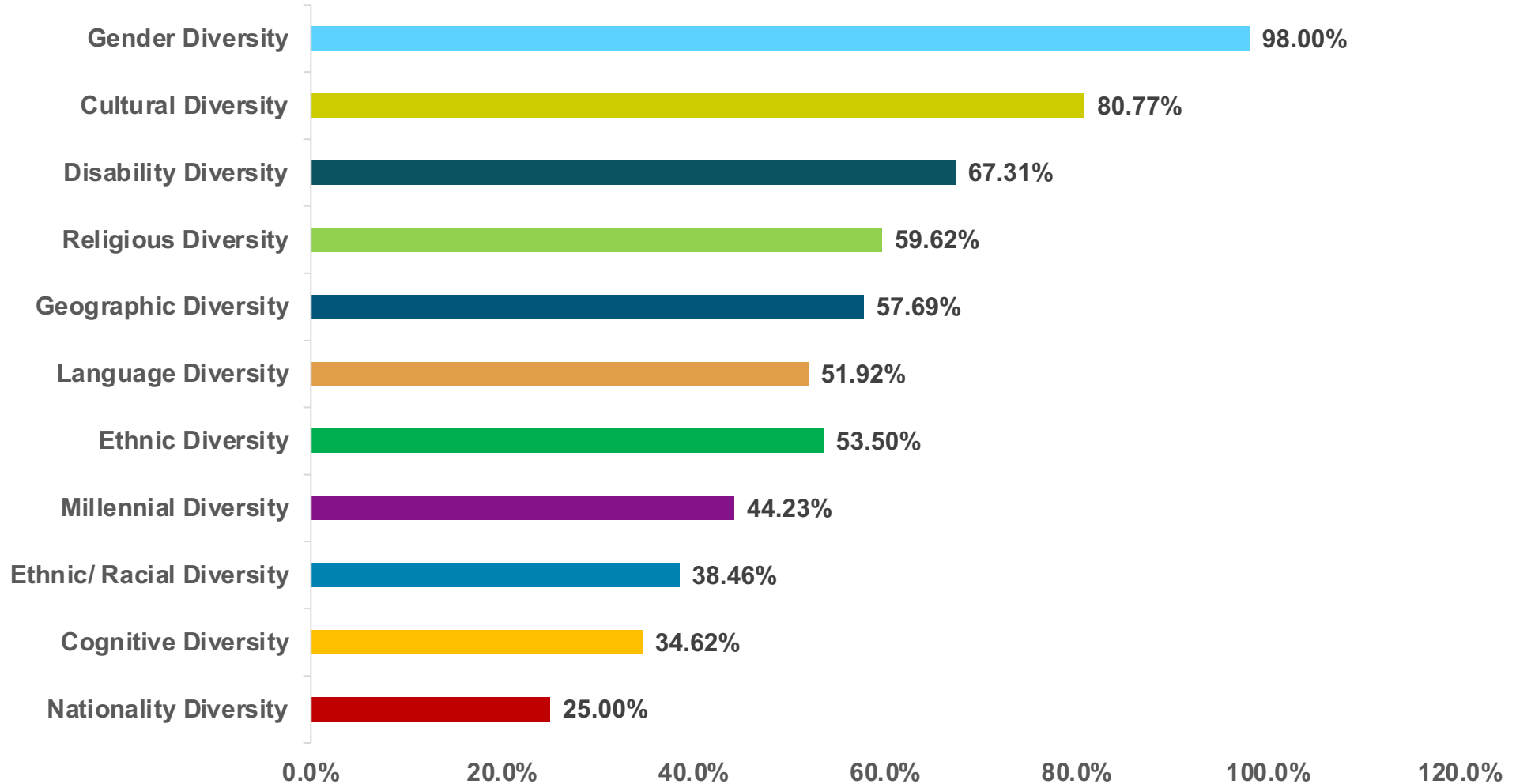
Main Reasons for Organizations to Practice DEI.



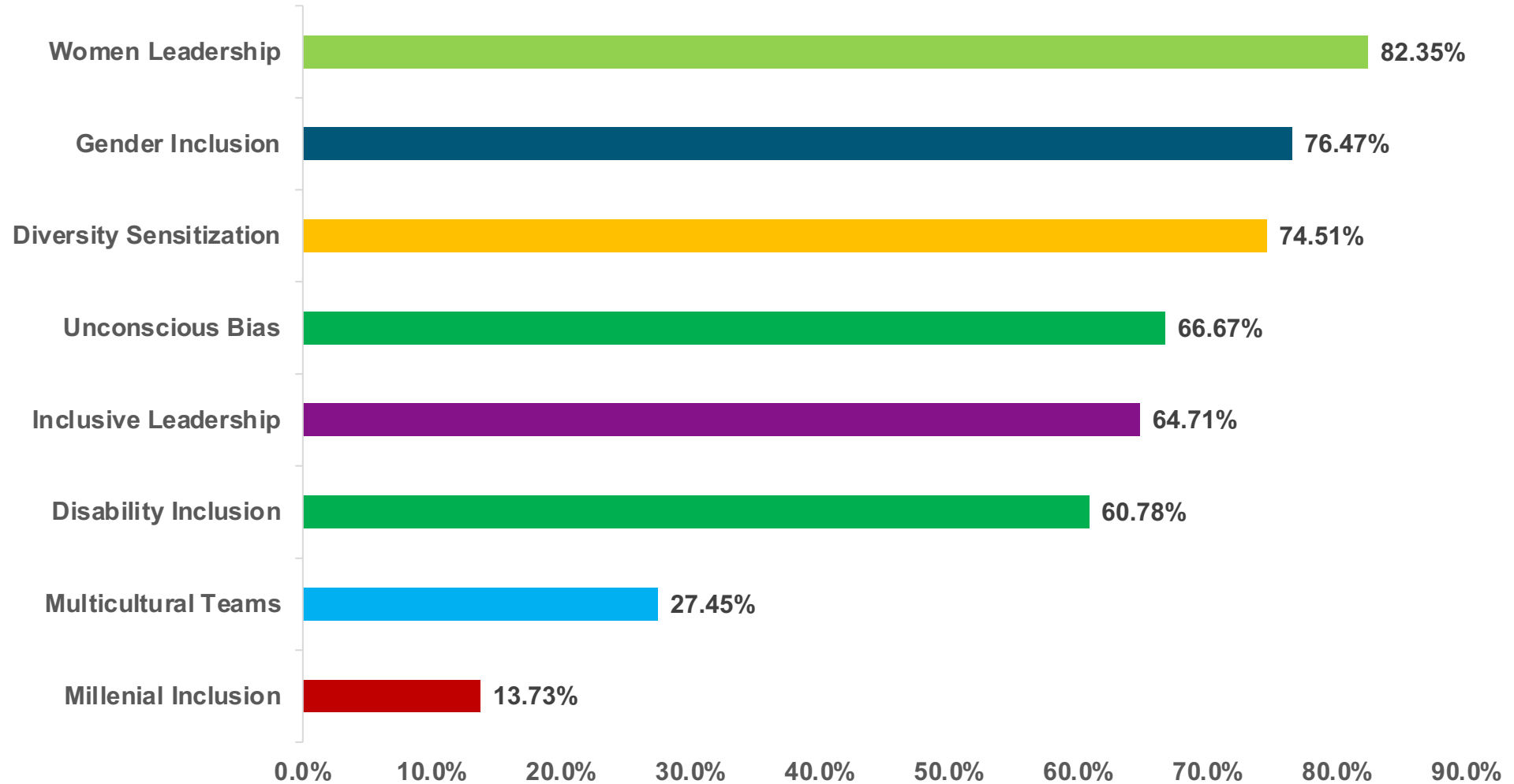
Priority Areas for Developing DEI



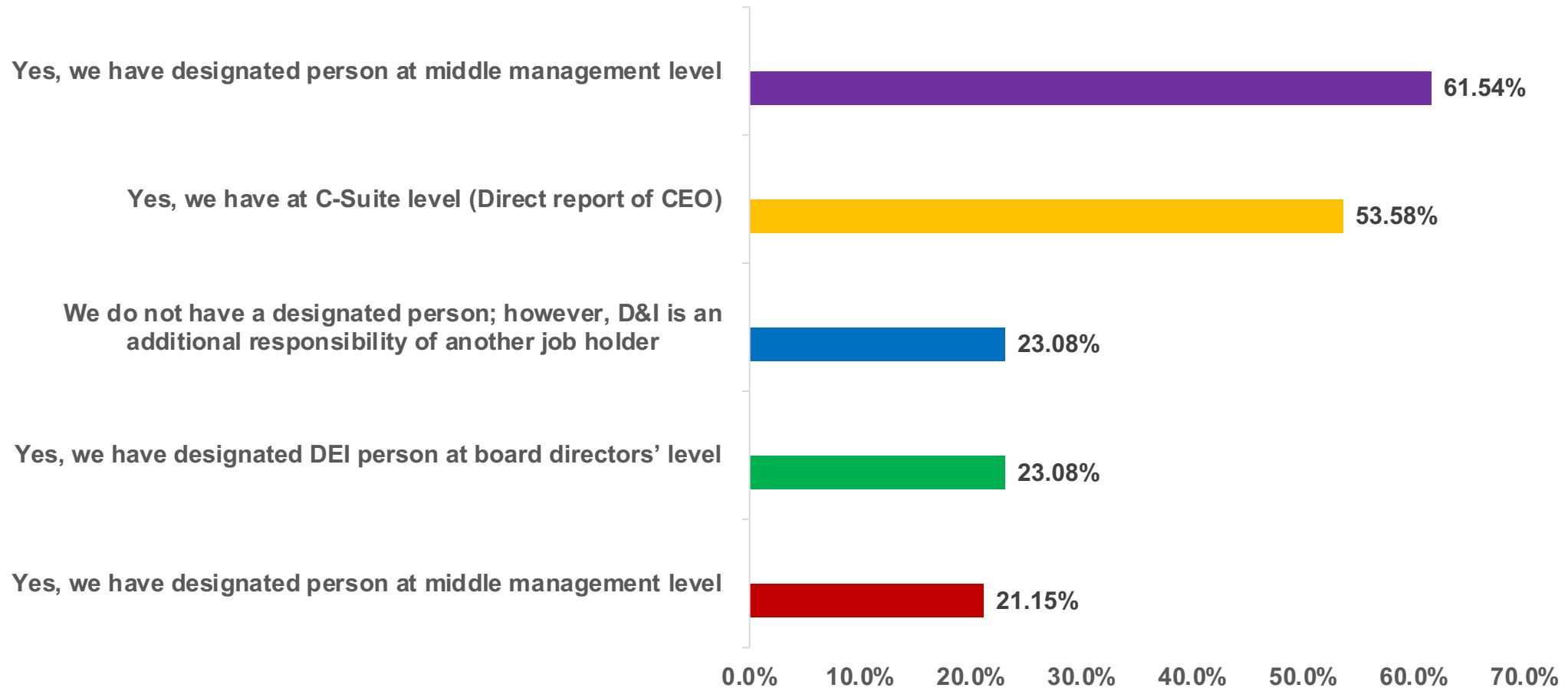
Dimensions of DEI being Focused by Organizations



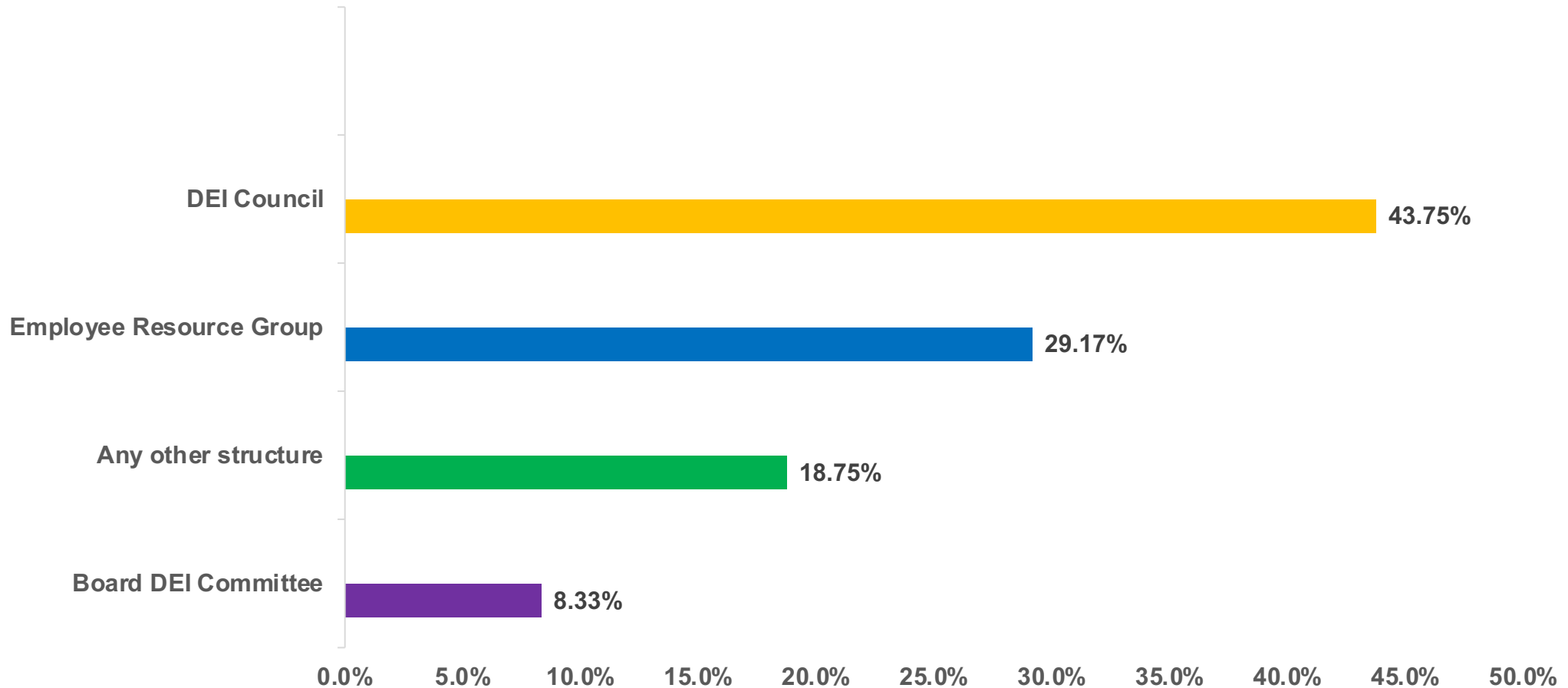
DEI Trainings are Planned by Organizations During 2023



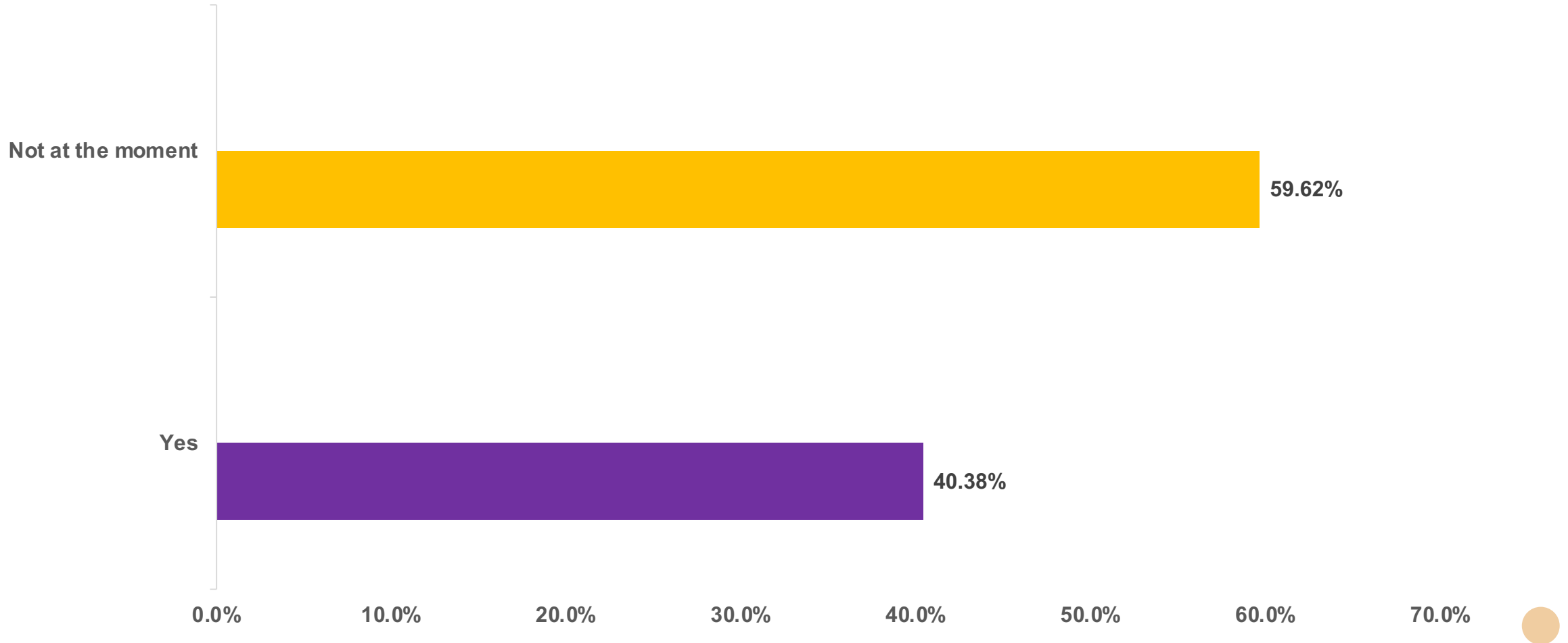
DEI Responsibility Levels



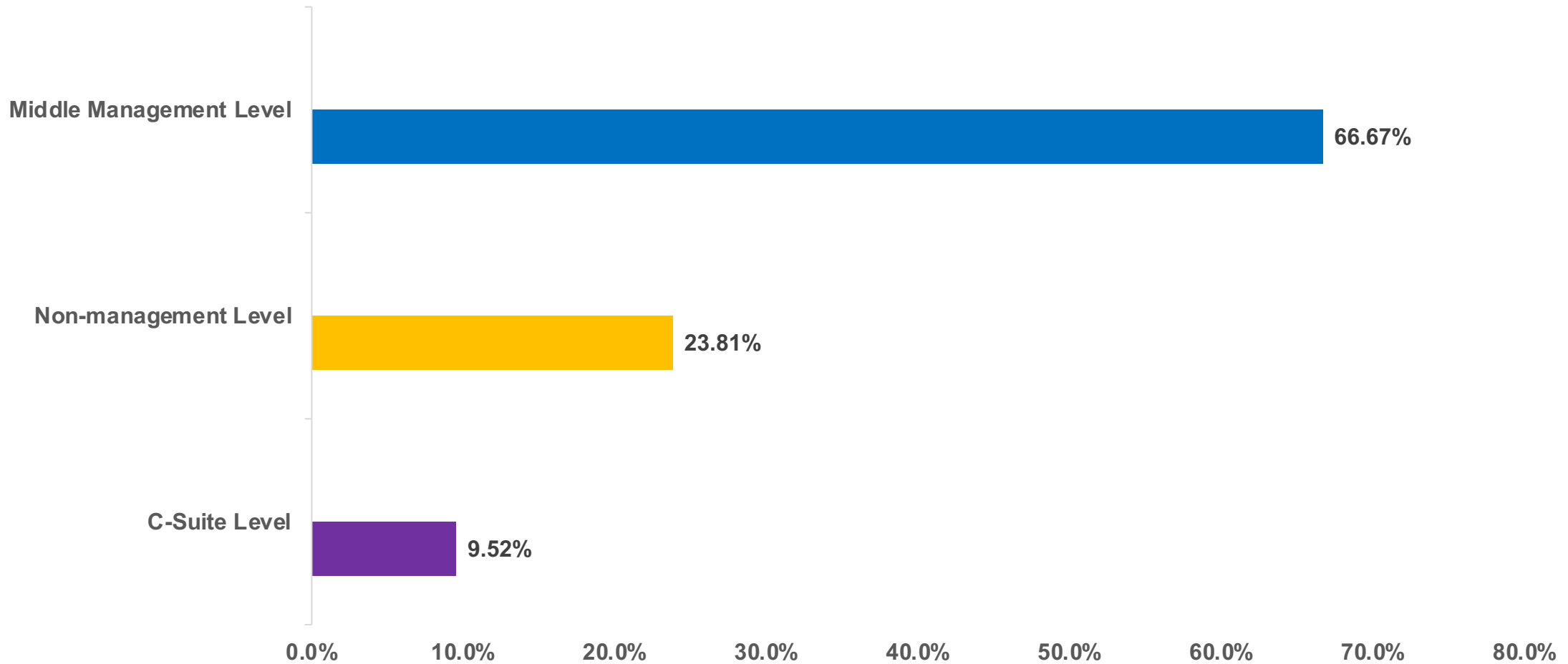
DEI Networks being used by Organizations



Organizations Needing Skilled Human Resource to Manage DEI

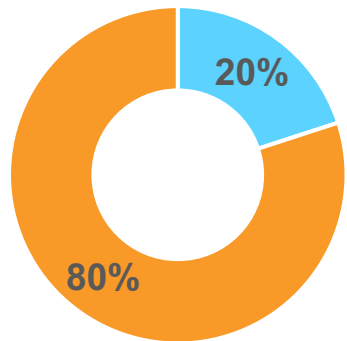


Organizations Needing Skilled DEI Resource for Various Levels



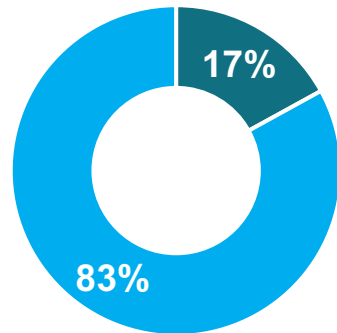
Percentage of Gender Diversity at 4 Levels

Board of Directors



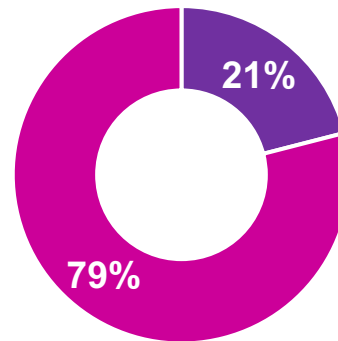
■ Female ■ Male

C-Suite Executives
(Direct report to CEO)



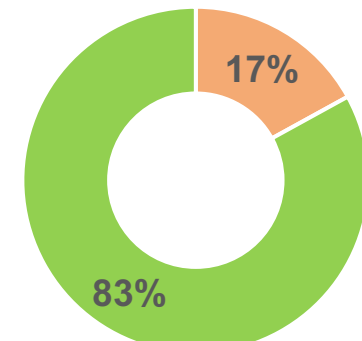
■ Female ■ Male

Managerial Level



■ Female ■ Male

Non-managerial Level



■ Female ■ Male

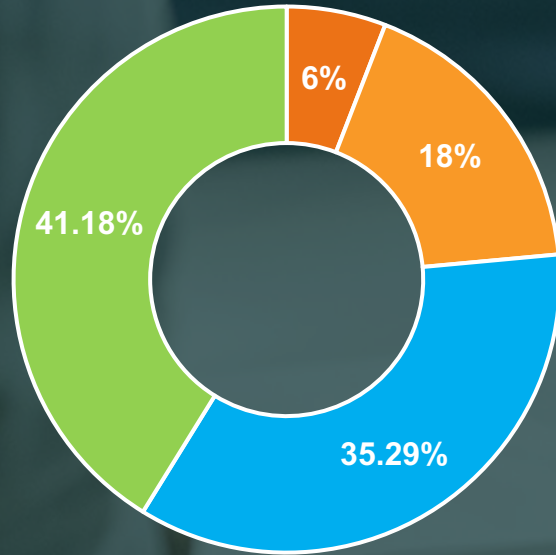


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SURVEY DEMOGRAPHICS

Age Bracket of Survey Respondents and Gender Diversity of Survey Respondents

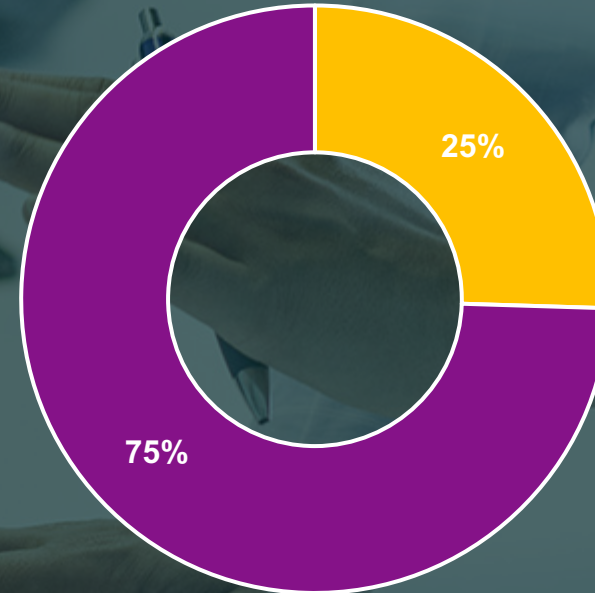


51-60 Years (3)

41-50 Years (9)

20-30 Years (18)

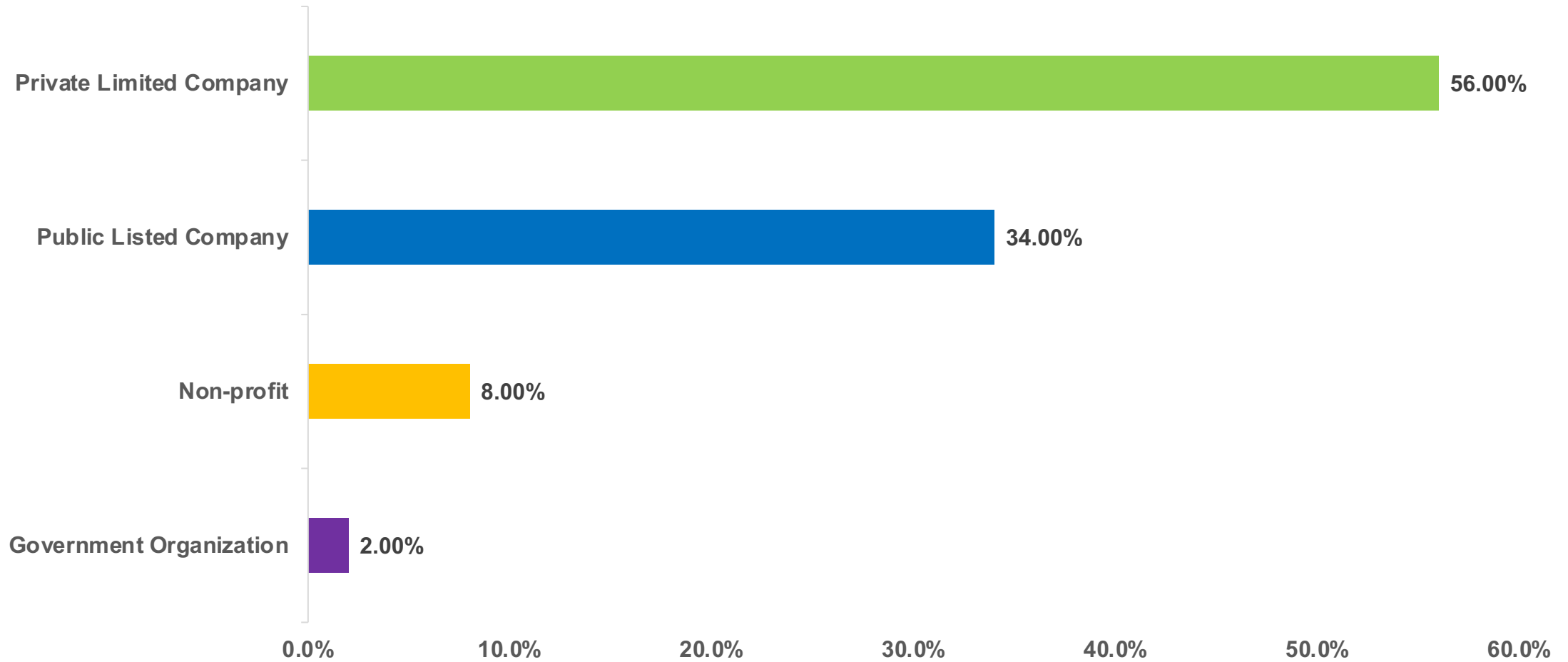
31-40 Years (21)



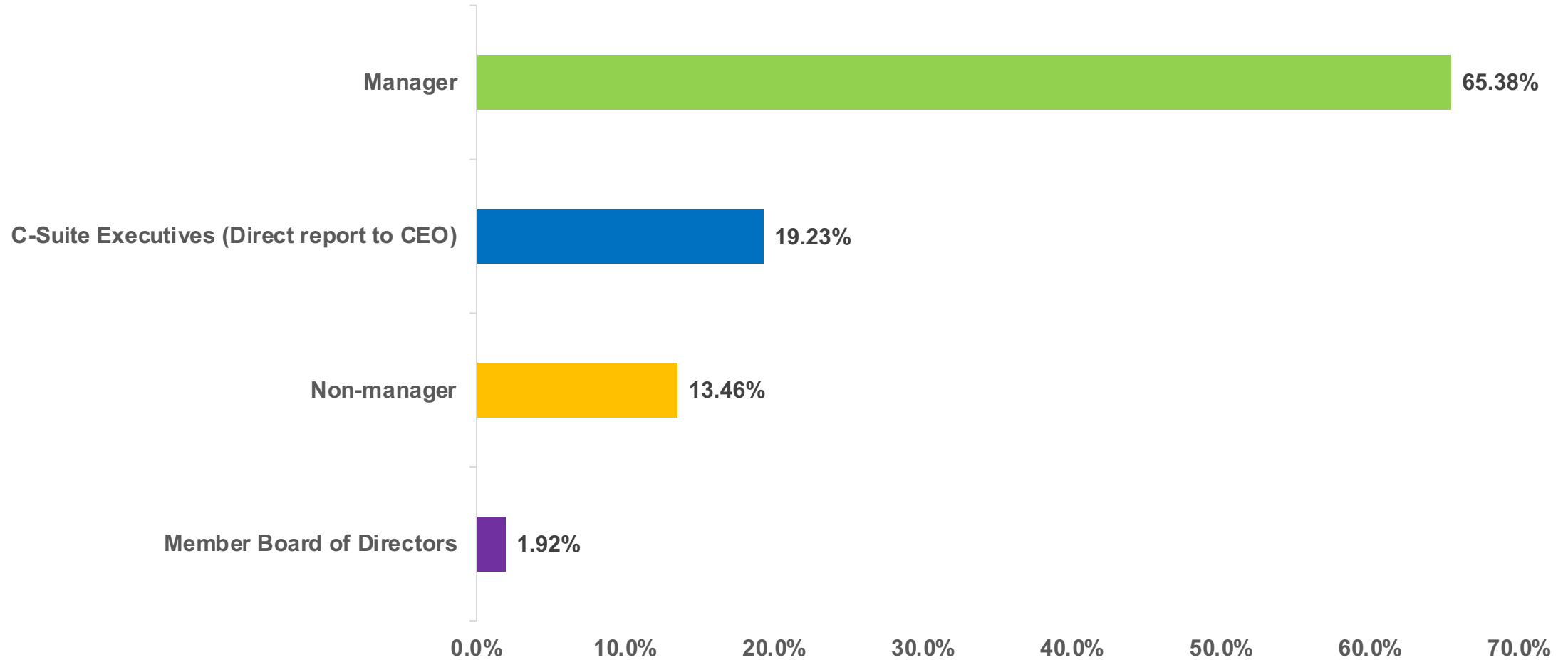
Male (13)

Female (38)

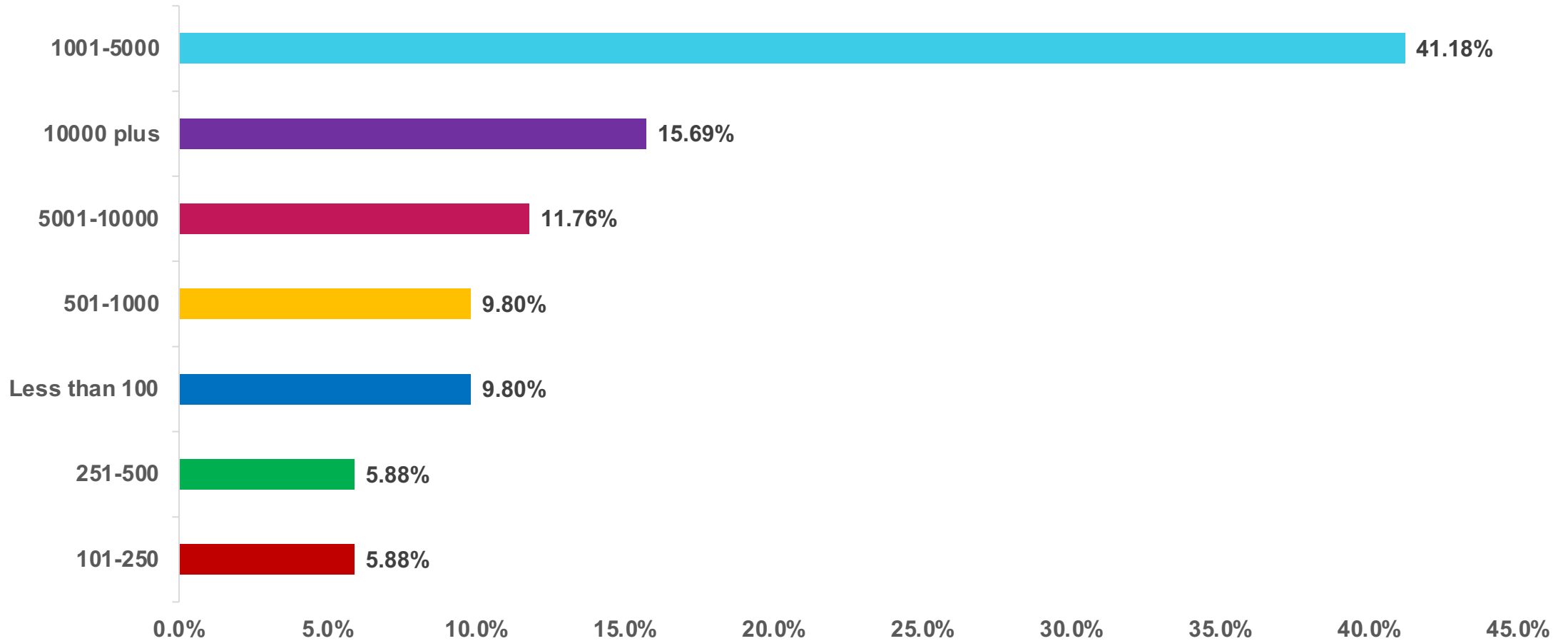
Legal Entity of Participating Organizations



Level of Survey Respondents'



Headcount of Participating Organizations



Industry Representation of Survey Respondents

