



2022 Hire Rate - By Region, Age and Gender

Region	Age Group	Under 30 (under 30 years old)		30-50 (30-50 years old)		Over 50 (Over 50 years old)		Unidentified	
	Gender	Female	Male	Female	Male	Female	Male	Female	Male
HQ	Hire Rate	54%	35%	17%	14%	5%	7%	0%	0%
	Hire Rate (TTL)	44%		15%		6%		0%	
EMEA	Hire Rate	27%	24%	8%	5%	3%	2%	0%	200%
	Hire Rate (TTL)	25%		6%		3%		100%	
Pan Asia Pacific	Hire Rate	18%	21%	5%	9%	3%	1%	32%	36%
	Hire Rate (TTL)	19%		7%		2%		35%	
Pan-America	Hire Rate	31%	11%	9%	9%	1%	2%	87%	49%
	Hire Rate (TTL)	17%		9%		2%		63%	
China	Hire Rate	9%	20%	4%	11%	0%	0%	0%	0%
	Hire Rate (TTL)	14%		8%		0%		0%	
Global	Hire Rate	40%	28%	11%	10%	4%	4%	52%	45%
	Hire Rate (TTL)	34%		11%		4%		47%	

2022 Hire Rate - By Management Level

Region	Management level	Senior Management		Middle/Base-level management		General Staff	
	Gender	F	M	F	M	F	M
HQ	Hire Rate (By Gender)	0%	0%	4%	8%	27%	18%
	Hire HC (By Gender)	-	-	6	28	290	276
	HQ Average HC	14	44	159	341	1,082	1,544
	Hire Rate	0%		7%		22%	
	Hire HC	0		34		566	
EMEA	Hire Rate (By Gender)	0%	0%	5%	4%	6%	9%
	Hire HC (By Gender)	0	0	5	8	34	62
	EMEA Average HC	2	17	99	197	549	703



	Hire Rate	0%		4%		8%	
	Hire HC	0		13		96	
PAP	Hire Rate (By Gender)	0%	0%	6%	4%	11%	10%
	Hire HC (By Gender)	-	-	5	8	43	79
	PAP Average HC	2	21	84	199	385	830
	Hire Rate	0%		5%		10%	
	Hire HC	0		13		122	
PA	Hire Rate (By Gender)	0	0%	5%	6%	13%	10%
	Hire HC (By Gender)	0	0	2	4	22	25
	PA Average HC	3	10	43	63	173	251
	Hire Rate	0%		6%		11%	
	Hire HC	0		6		47	
China	Hire Rate (By Gender)	0%	0%	4%	0%	5%	14%
	Hire HC (By Gender)	0	0	1	0	7	29
	CN Average HC	1	2	25	60	151	207
	Hire Rate	0%		1%		10%	
	Hire HC	0		1		36	
Global	Hire Rate (By Gender)	0	0	5%	6%	17%	13%
	Hire HC (By Gender)	-	-	19	48	396	471
	Global Average HC	22	93	409	860	2,340	3,534
	Hire Rate	0%		5%		15%	
	Hire HC	0		67		867	