

Pharma Group AG

Diversity And Inclusion Dashboard

Key Suggestions

- Significant difference by gender in hiring at senior position.
- Male Employees are given higher priority to promotions at senior level irrespective of their time served in previous role.
- Avg. Performance Rating for both male and female is almost equal while male employees with high performance rating often leave the company.
- The above point could be more clarified by providing some benefits to high rated employees.

Dashboard 1

This dashboard contains trends and visualizations showing-

- Hiring
- Promotions
- Turnover Rate

Dashboard 2

This dashboard contains trends and visualizations showing-

- Performance Rating
- Executive Split
- Age Group

Diversity And Inclusion Dashboard



Employee Type

All



Nationality

All



Departments

All



Job Level

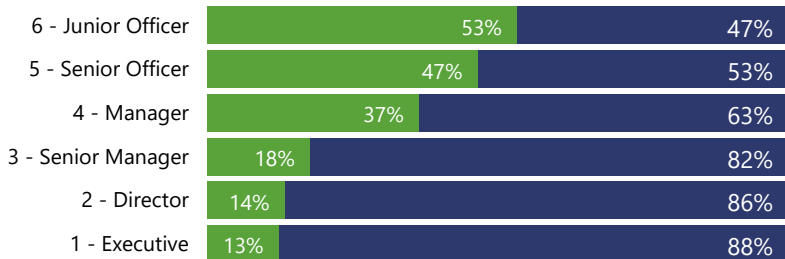
All



KPI 1 - Hiring

Employees By Job Type

● Female ● Male



Of Men

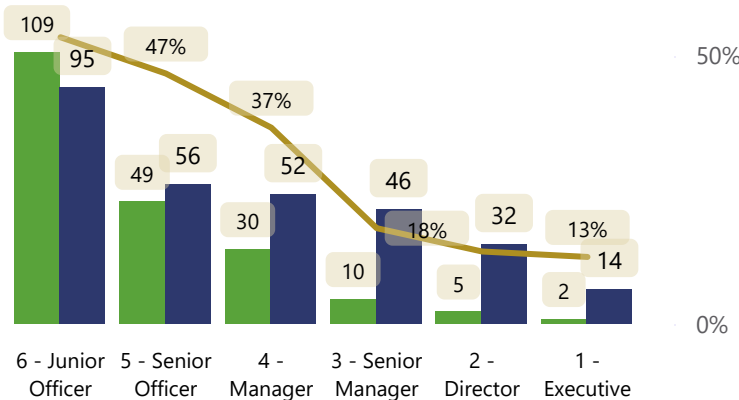
59.00%

Of Women

41.00%

Employees By Job Type

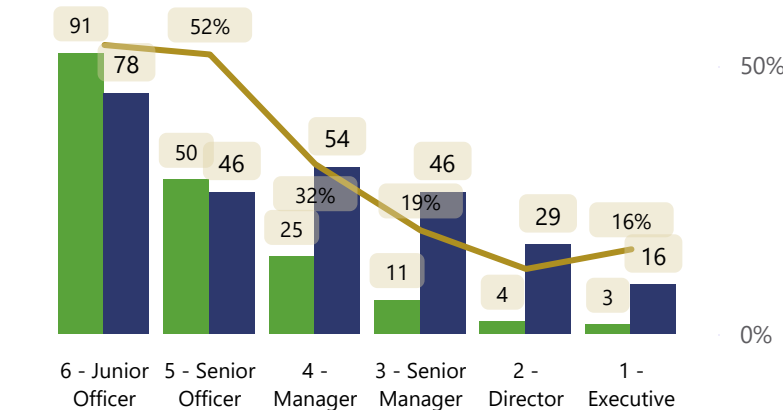
● Female ● Male ● % of Women Hires



KPI 2 - Promotions (this year)

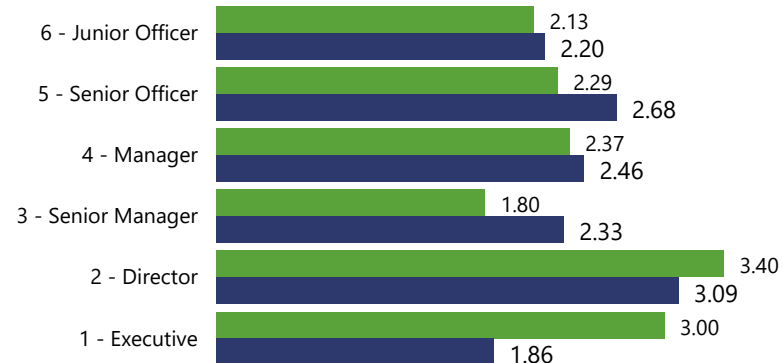
Job Role after Promotions FY21

● Female ● Male ● % of Women Hires



Avg. Time in Previous Role

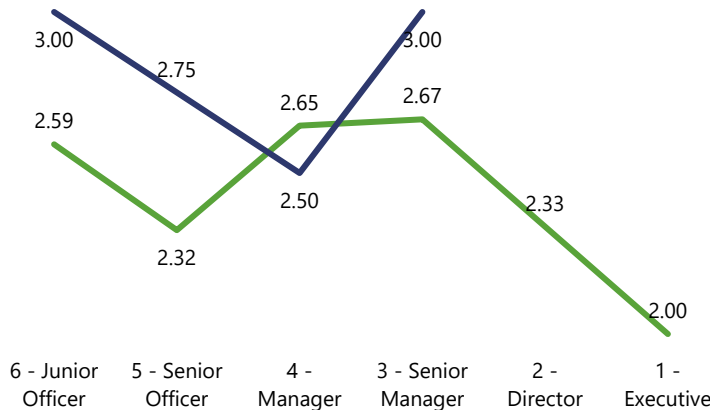
● Female ● Male



KPI 3 - Turnover Rate (Leavers)

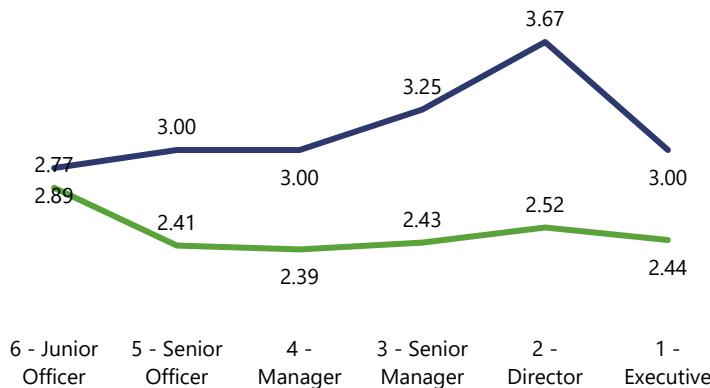
Performance Rating of Leavers vs Non-Leavers (Women)

FY20 leaver ● No ● Yes



Performance Rating of Leavers vs Non-Leavers (Men)

FY20 leaver ● No ● Yes





Diversity And Inclusion Dashboard



Employee Type

All



Nationality

All



Departments

All



Job Level

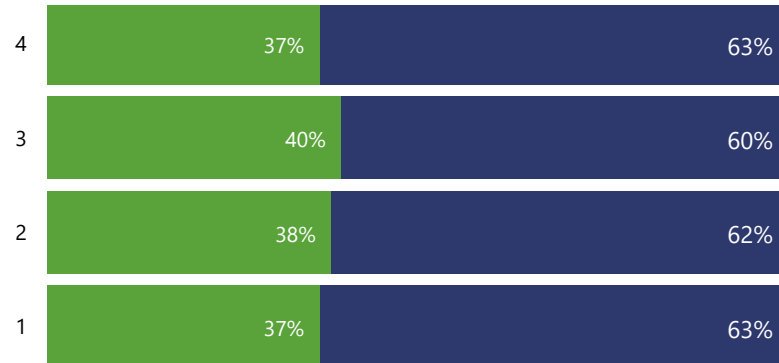
All



KPI 4 - Performance Rating

Employees By Performance Rating

● Female ● Male



Avg Rating Men

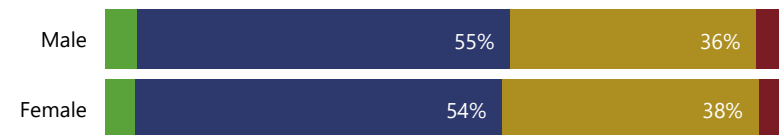
2.41

Avg. Rating Women

2.42

Gender By Performance Rating

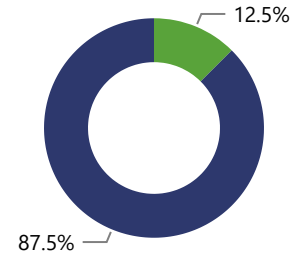
● 1 ● 2 ● 3 ● 4



KPI 5 - Executives Diversity

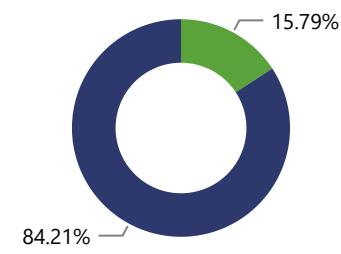
FY20 Employee Breakdown

● Female ● Male



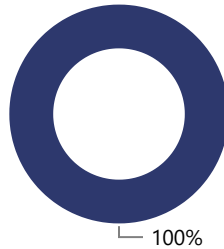
FY21 Employee Breakdown

● Female ● Male



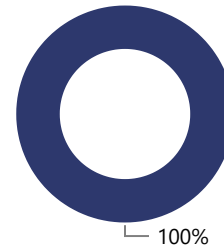
Executive Hires (FY20)

● Male



Promotion to Executive (FY20)

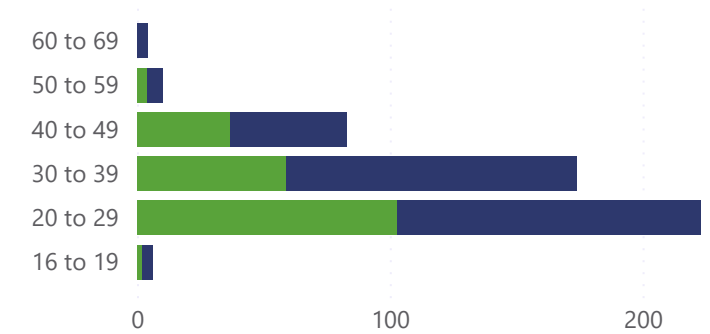
● Male



KPI 6 - Age Group

Employees By Age Group (end FY20)

● Female ● Male



Job Level by Age Group (FY21)

Age group ● 60 to 69 ● 50 to 59 ● 40 to 49 ● 30 to 39 ● 20 to 29

