

HR

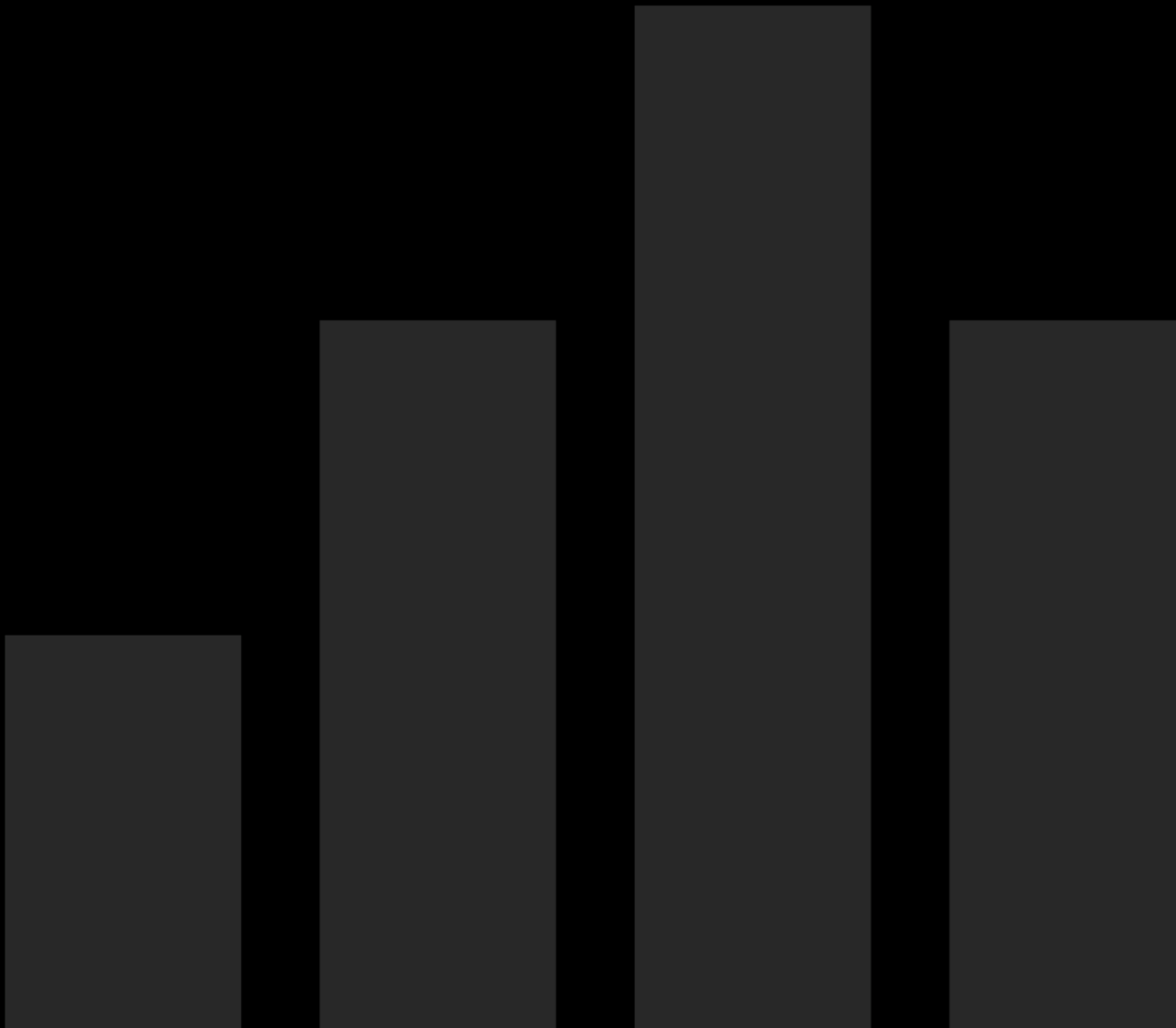
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Last data refresh:

12/1/2024 4:51:39 PM UTC

Downloaded at:

12/1/2024 4:53:10 PM UTC



Gender Diversity & Inclusion Board





Diversity & Inclusion Analytics Dashboard

Department

Region

Gender

Broad region group



500

Total Employees

295

Total Males

205

Female

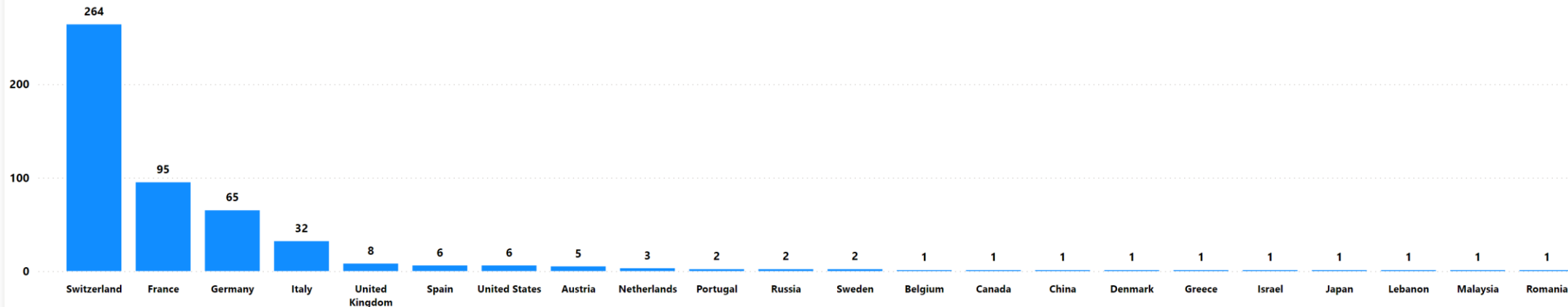
22

Nationality

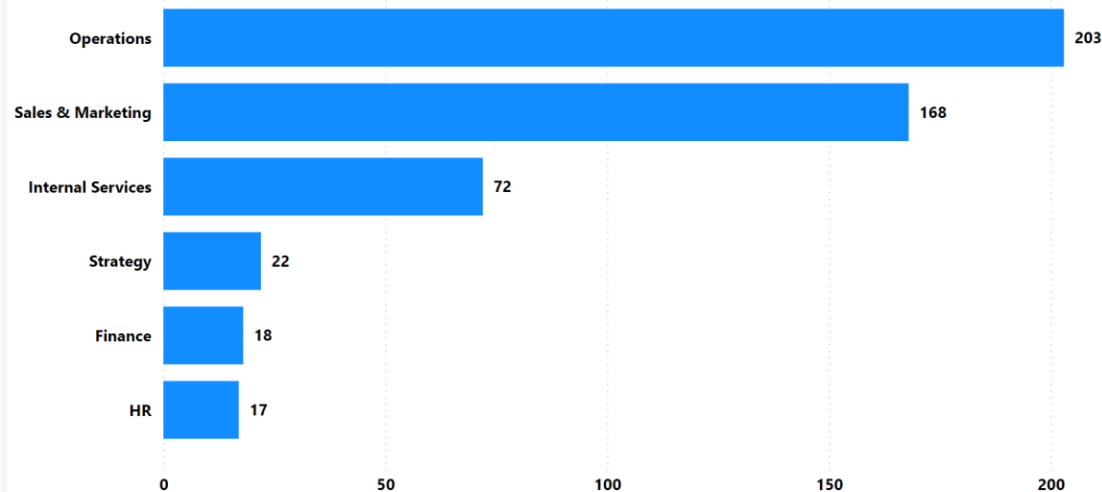
6

Total Departments

Employees by Nationality

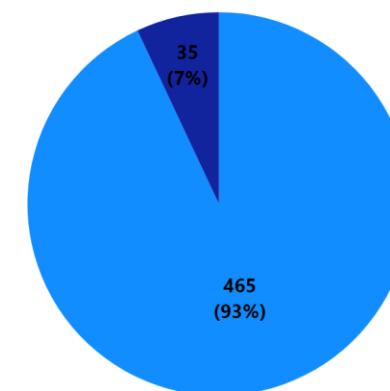


Employees by Department



Employees by Time type

● Full Time ● Part Time





Diversity & Inclusion Analytics Dashboard

Department

All

Region

All

Gender

All

Broad region group

All

66

Hires for FY20

48.48%

Male Hires FY20

51.52%

%_of_Female_Hires_FY20

47

Number_of_Leavers_FY20

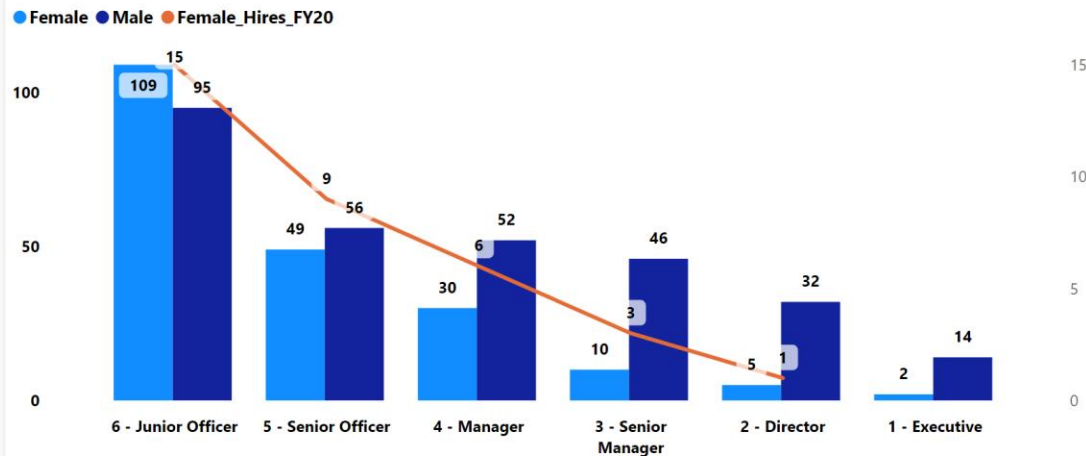
8.81%

%_Male_Leavers_FY20

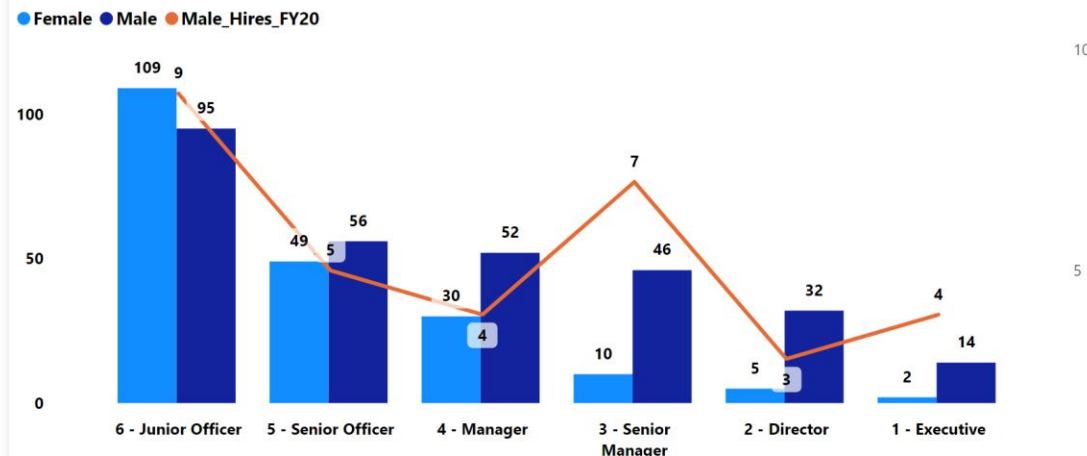
10.24%

%_of_Female_Leavers_FY20

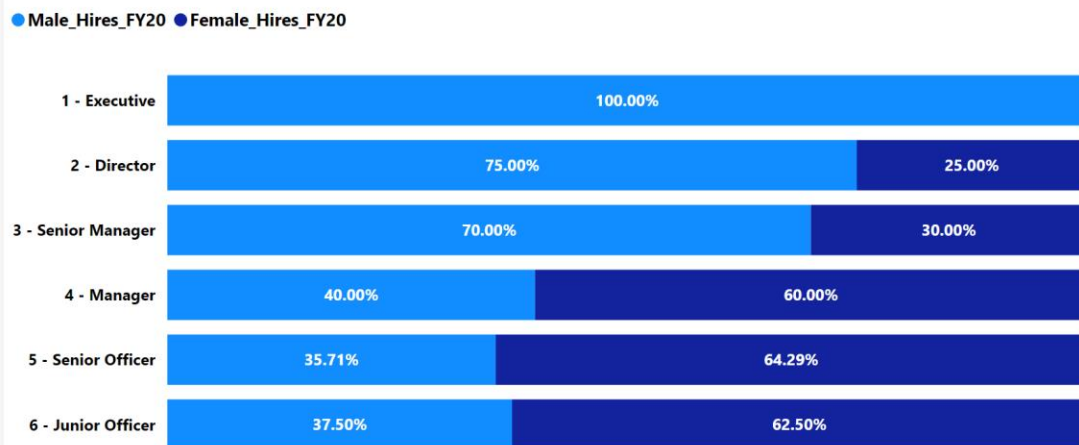
Female Hires by Job Level after FY20 promotions



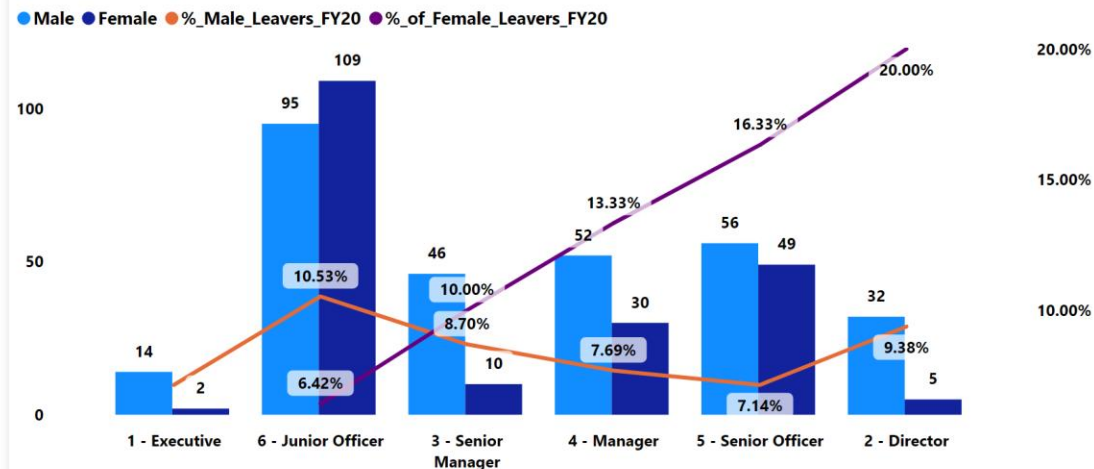
Male Hires by Job Level after FY20 promotions



Percentage by Job Level after FY20 promotions



% of Male and Female Leavers FY20 by Job Level after FY20 promotions





Diversity & Inclusion Analytics Dashboard

Department

All

Region

All

Gender

All

Broad region group

All

36

Promotion_in_FY20

8.29%

Promotion_Rate_FY20

22.22%

% of Females Promoted FY20

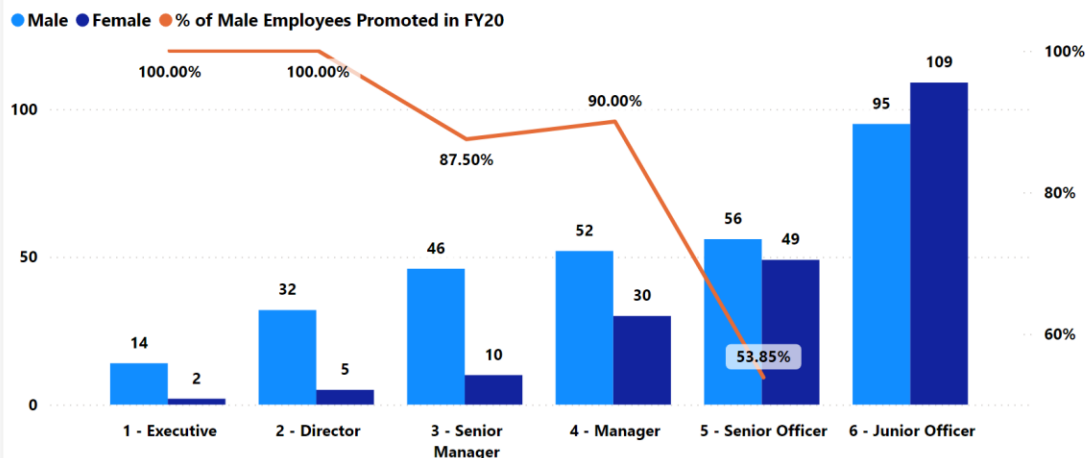
77.78%

% of Males Promoted F20

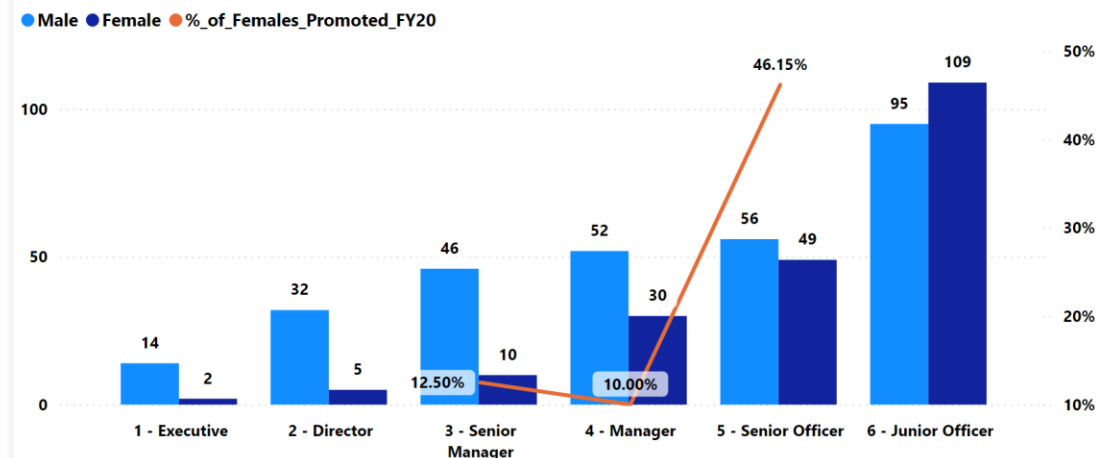
9.40

Turnover Rate FY20

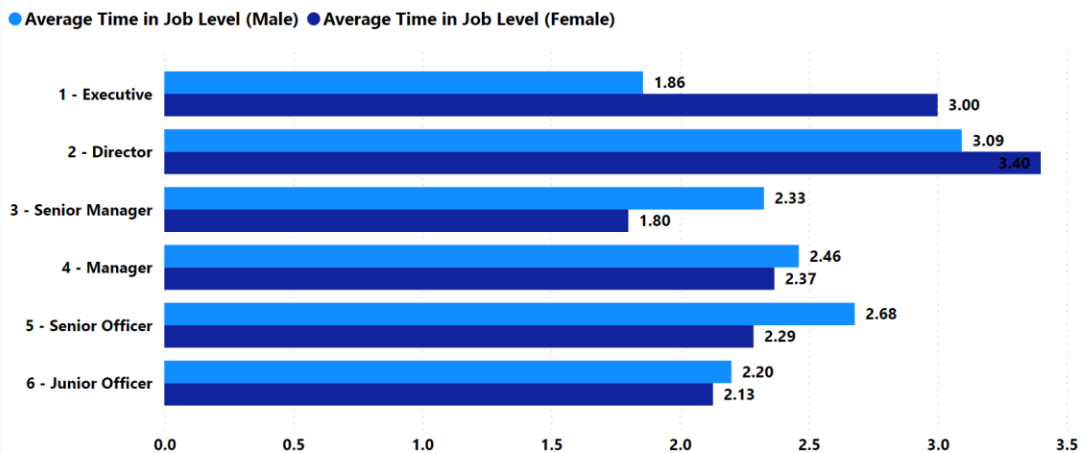
% of Male Employees Promoted in FY20 by Job Level after FY20 promotions



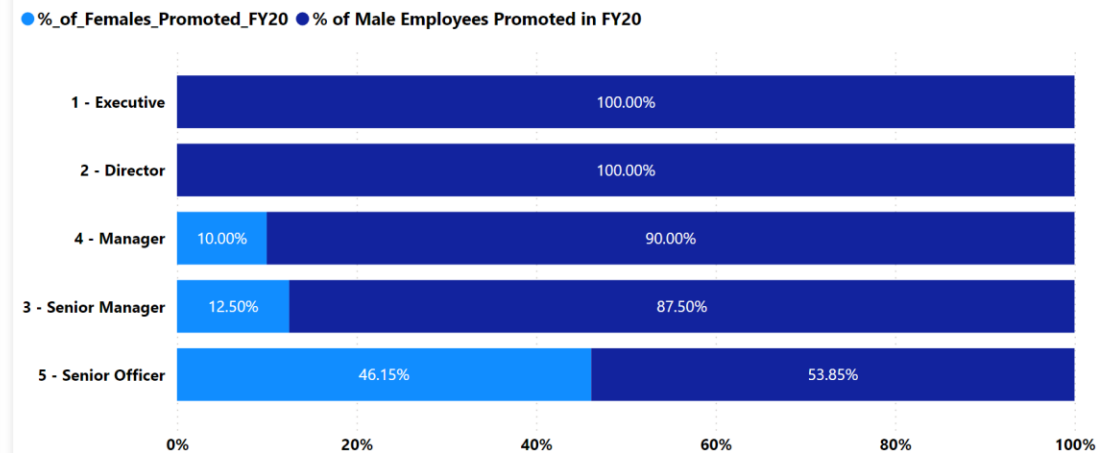
% of Females Promoted_FY20 by Job Level after FY20 promotions



Average Time in Job Level



% of Females & Male Employees Promoted in FY20 by Job Level





Diversity & Inclusion Analytics Dashboard

Department

All

Region

All

Gender

All

Broad region group

All



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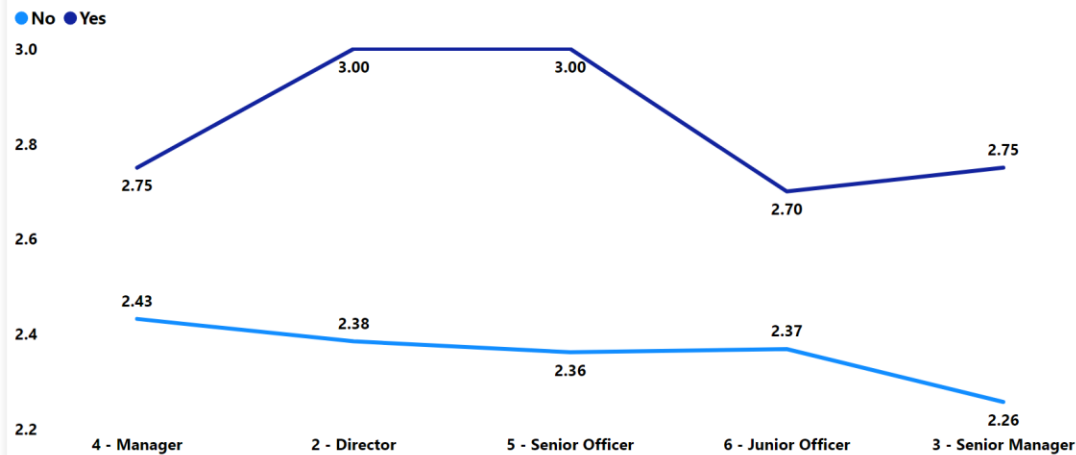
2.42

Average FY20 Performance Rating (Female)

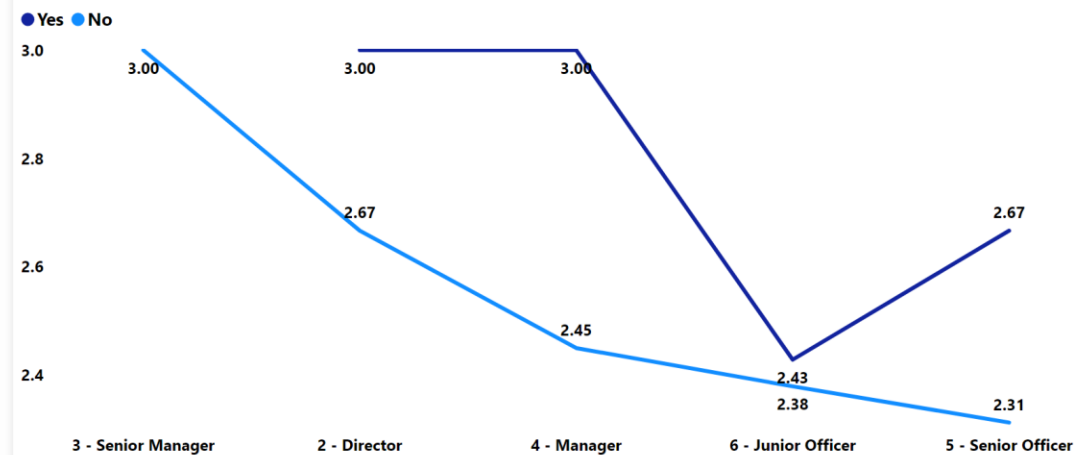
2.41

Average FY20 Performance Rating (Male)

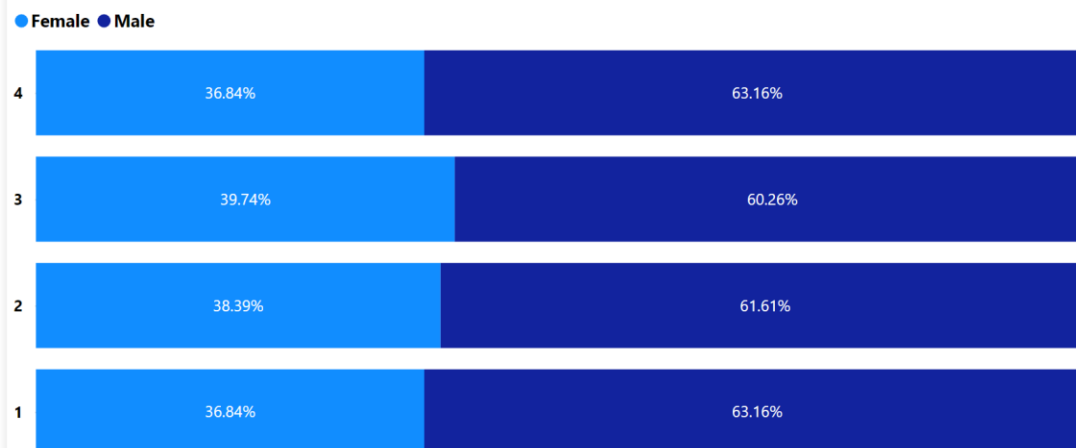
Average FY20 Performance Rating (Male) Leavers Vs Non-leaver



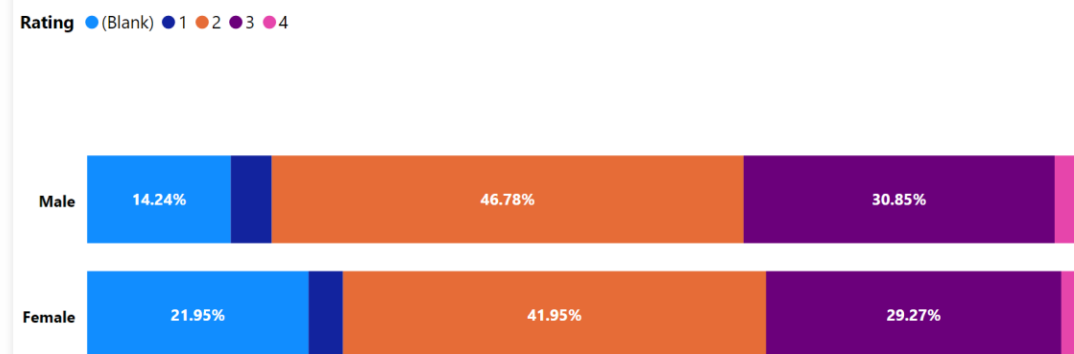
Average FY20 Performance Rating (Female) Leavers Vs Non-leaver



FY20 Performance Rating based on Gender



% of Employee by Gender Vs. FY20 Performance Rating



Key Insights



1. **Total employees: 500, with 59% males (295) and 41% females (205).**
2. **Majority of employees are from Switzerland (52.8%), followed by France and Germany.**
3. **Largest department: Operations (40.6%), followed by Sales & Marketing (33.6%).**
4. **93% of employees work full-time; only 7% are part-time.**
5. **Total hires: 66 (13.2% of total employees).**
6. **Female hires accounted for 51.52%, while male hires were 48.48%.**
7. **Most hires occurred at the Junior Officer (Level 6) role, with 84.31% being female.**
8. **Total leavers: 47 (9.4% turnover rate), Male leavers: 88.1%, while female leavers: 10.24%.**
9. **High turnover observed among Junior Officers (Level 6), predominantly male (98.18%).**
10. **Promotion rate: 8.29% of total employees, Males accounted for 77.78% of promotions, while females were 22.22%.**
11. **Promotions for females were concentrated at lower levels (e.g., Junior Officer: 53.33% females).**
12. **Senior-level promotions (e.g., Executive and Director) were 100% male-dominated.**
13. **Average FY20 performance rating: 2.42 (females) and 2.41 (males).**
14. **Non-leavers maintained higher and stable ratings (~3.00), while leavers' ratings declined steadily.**
15. **A higher percentage of females received top ratings (4 and 3) compared to males.**
16. **Average time in job levels shows males generally spend longer in higher roles compared to females.**
17. **Male Directors (Level 2): 3.09 years, while female Directors: 2.33 years.**
18. **Male dominance is evident in senior-level hires and promotions.**
19. **Female promotions are primarily at junior levels, highlighting a potential glass ceiling.**
20. **High male turnover in entry-level roles (e.g., Junior Officer) suggests retention challenges.**