

# DIVERSITY ANALYSIS DASHBOARD

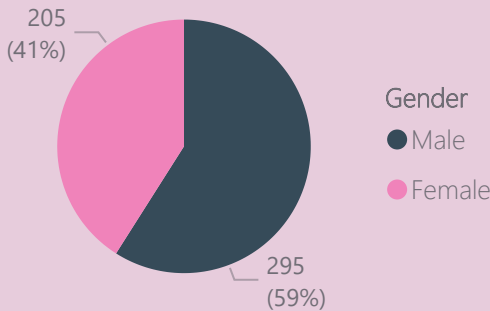
Female

Male

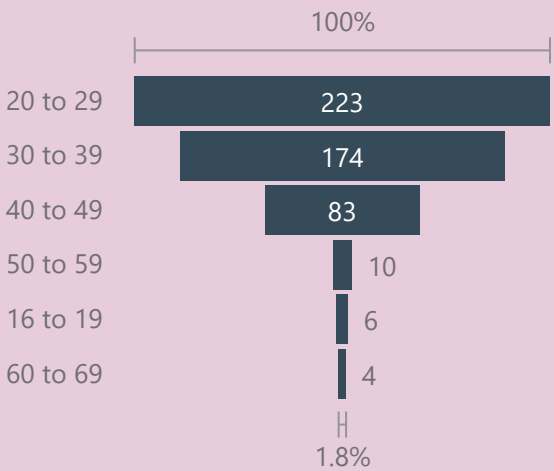
500

Total employees

## Total Employees by gender



## Total Employees wrt Age Group

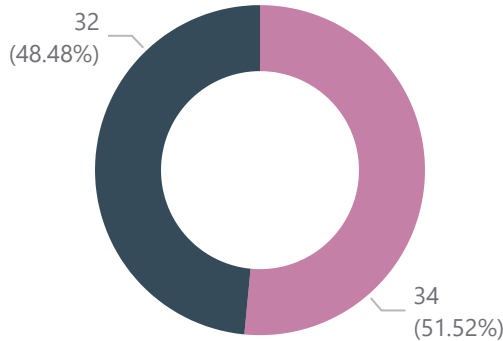


## LEAVERS AND HIRED IN 2020

In 2020, out of the 66 employees recruited, the majority, comprising 62 individuals, hail from Switzerland, Germany, France, and Italy. This trend indicates a preference for hiring employees exclusively from this particular geographic region. The company's hiring practices seem to prioritize candidates from these countries, potentially reflecting a strategic focus on sourcing talent from familiar cultural and linguistic backgrounds.

## Hired FY 2020

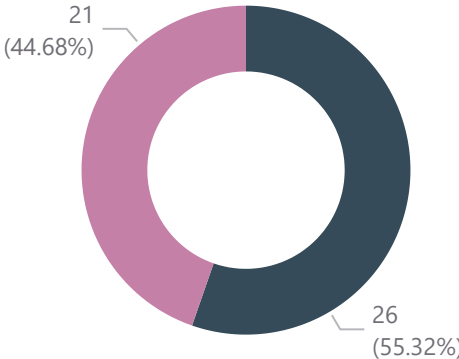
Gender Female Male



In 2020, a total of 66 employees were hired, with 32 being men and 34 being women. This balanced recruitment reflects a positive atmosphere for gender equality within the organization. The equal distribution of hires between men and women demonstrates a commitment to fostering diversity and inclusivity in the workplace.

## Leavers FY 2020

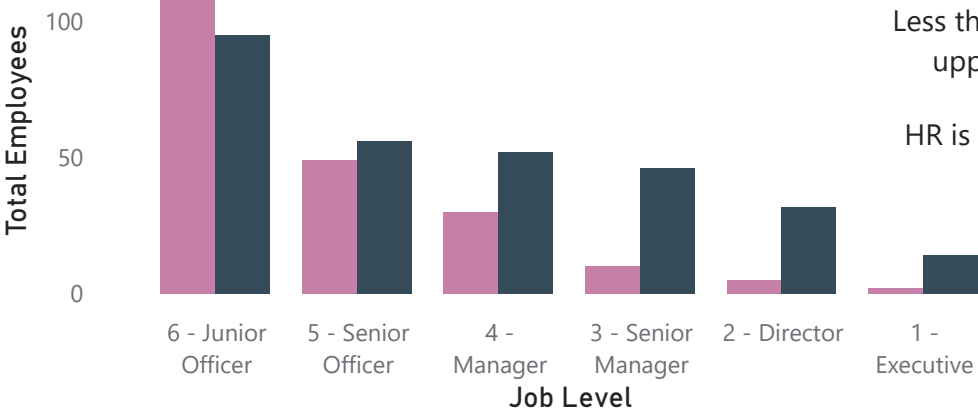
Gender Male Female



## DEPARTMENT AND JOB LEVEL EMPLOYEE DISTRIBUTION

### Job Level Employee Distribution

Gender Female Male

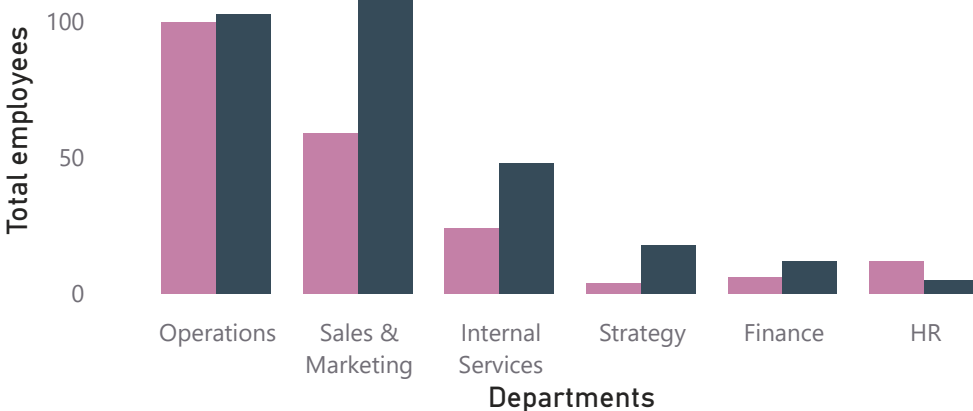


Women are more likely recruited into lower paid roles compared to men in job level Less than 20% Women's are working for upper management job level role.

HR is the only department with higher women representation.

### Department Level Employee Distribution

Gender Female Male



2020

2.41

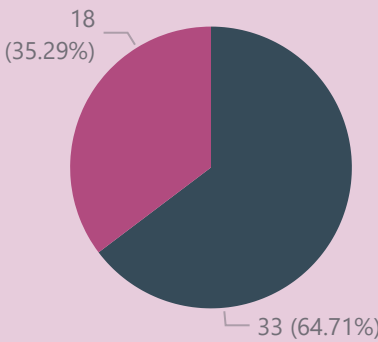
Performance Rating - Male

2.42

Performance Rating - Female

## Promotion FY 2021

Gender Male Female

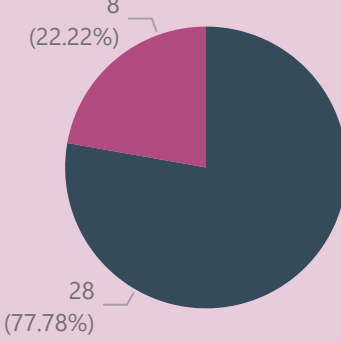


## PERFORMANCE VS PROMOTION

In 2021, promotions saw a ratio of approximately 65% for men and 35% for women, despite women receiving higher performance ratings in 2020. Conversely, in 2019, men outpaced women in terms of performance ratings. These disparities suggest a disconnect between performance evaluation and promotion outcomes, with gender playing a significant role in advancement opportunities.

## Promotion FY 2020

Gender Male Female



2021

2.58

Performance rating - Male

2.42

Average of FY20 Performance...