**Key findings of the Dashboard**

**Department and Job Level Employee Distribution:**

* Women are often recruited into lower-paid roles compared to men, perpetuating a gender pay gap.
* Upper management positions like Senior Manager, Director, and Executive are predominantly held by men, with less than 20% of women represented.
* Mid-level management roles, such as Senior Officer and Manager, have less than 50% representation of women, except in Junior Officer positions.
* HR department shows a significant gender imbalance, with 70% of employees being women and only 30% men.

**Promotion Opportunity by Department and Region:**

* Women are less likely to be promoted compared to men, indicating a promotion disparity.
* Higher promotion rates are observed in lower-level positions compared to mid or upper management.
* There's a noticeable lack of promotions from regions other than Europe and Switzerland, highlighting potential regional biases.
* Despite higher performance ratings, women are underrepresented in sales and marketing roles, suggesting a barrier to advancement.

**Hiring:**

* Hiring tends to favor candidates from Europe and Switzerland, potentially limiting diversity in the workforce.
* Gender balance in hiring is relatively equal, indicating a fair recruitment process overall.

**Performance Rating Score:**

* Women tend to receive higher performance ratings compared to men across various departments.
* Women from elsewhere regions receive notably higher ratings compared to their counterparts from Europe and Switzerland.

**Leave:**

* There's a relatively balanced distribution of leave taken between men and women, indicating equal need for time off.

**Effect in Workplace:**

* Gender inequality persists across various aspects of employment, including recruitment, promotion, and performance evaluation.
* The atmosphere for gender equality is mixed, with some areas showing progress while others remain stagnant or regressive.
* There's a clear need for greater transparency, equity, and inclusivity in workplace policies and practices.

**Actions Needed:**

* Implement measures to ensure fair recruitment practices, such as using experience-based assessments and diverse selection panels.
* Appoint influential advocates for diversity and inclusion to drive organizational change.
* Increase transparency in promotion, pay, and reward processes to address disparities.
* Offer mentorship, sponsorship, and networking programs to support the career advancement of underrepresented groups.
* Ensure equal access to leave policies for all employees, regardless of gender.