1. **Employee ID**: Unique identifier for each employee.
2. **Gender**: Indicates the gender of the employee.
3. **Job Level after FY20 promotions**: Employee's job level after promotions in FY20.
4. **New hire FY20?**: Whether the employee was a new hire in FY20.
5. **FY20 Performance Rating**: Performance rating of the employee in FY20.
6. **Promotion in FY21?**: Whether the employee was promoted in FY21.
7. **In base group for Promotion FY21**: Grouping for promotion analysis in FY21.
8. **Target hire balance**: Indicates if there's a target balance for hiring in terms of gender.
9. **FY20 leaver?**: Whether the employee left in FY20.
10. **In base group for turnover FY20**: Grouping for turnover analysis in FY20.
11. **Department @01.07.2020**: Employee's department as of July 1, 2020.
12. **Leaver FY**: The year the employee left the organization.
13. **Job Level after FY21 promotions**: Employee's job level after promotions in FY21.
14. **Last Department in FY20**: Employee's department in the last fiscal year.
15. **FTE group**: Full-time equivalent grouping.
16. **Time type**: Indicates employee's time type (full-time, part-time, etc.).
17. **Department & JL group PRA status**: PRA status for department and job level group.
18. **Department & JL group for PRA**: Grouping for performance rating analysis.
19. **Job Level group PRA status**: PRA status for job level group.
20. **Job Level group for PRA**: Grouping for performance rating analysis.
21. **Time in Job Level @01.07.2020**: Time in the current job level as of July 1, 2020.
22. **Job Level before FY20 promotions**: Employee's job level before promotions in FY20.
23. **Promotion in FY20?**: Whether the employee was promoted in FY20.
24. **FY19 Performance Rating**: Performance rating of the employee in FY19.
25. **Age group**: Grouping of employee ages.
26. **Age @01.07.2020**: Age of the employee as of July 1, 2020.
27. **Nationality 1**: First nationality of the employee.
28. **Region group: nationality 1**: Grouping of regions based on nationality.
29. **Broad region group: nationality 1**: Broader grouping of regions based on nationality.
30. **Last hire date**: Date when the employee was last hired.
31. **Years since last hire**: Time since the last hire.
32. **Rand**: Random identifier (potentially not relevant for analysis).

**Measures and Analysis:**

1. **Gender Balance Analysis**:
   * Calculate the percentage of men and women in executive management (Job Level after FY21 promotions).
   * Analyze promotion rates by gender (Percentage of women promoted).
   * Identify if the organization is meeting any target hire balance (Target hire balance).
   * Determine if there are gender differences in turnover (In base group for turnover FY20).
   * Explore gender distribution in departments (Department @01.07.2020).
2. **Performance and Promotion Analysis**:
   * Analyze the relationship between performance ratings (FY20 Performance Rating, FY19 Performance Rating) and promotions (Promotion in FY20?, Promotion in FY21?).
   * Investigate if there are differences in average performance ratings between genders (FY20 Performance Rating, Average Performance rating: men, Average Performance rating: women).
3. **Demographic Analysis**:
   * Examine age groups (Age group, Age @01.07.2020) and their representation in executive management.
   * Analyze nationality (Nationality 1, Region group: nationality 1, Broad region group: nationality 1) in relation to gender balance and promotions.
4. **New Hire and Turnover Impact**:
   * Determine if new hires in FY20 (New hire FY20?) have impacted gender balance and promotions.
   * Investigate if leavers in FY20 (FY20 leaver?) have affected gender representation in the organization.
5. **Time in Job Level Analysis**:
   * Analyze if time in the current job level (Time in Job Level @01.07.2020) affects promotions and gender balance.
6. **Departments and Performance Rating**:
   * Explore the relationship between departments (Department @01.07.2020, Last Department in FY20) and performance ratings (FY20 Performance Rating) in the context of gender balance and promotions.