Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Esti

```sql
-- First Categoty
-- Employee Demographics & Salary Analysis
-- 1.1 Calculate and display the total number of employees
SELECT COUNT(DISTINCT EmployeeID) AS TotalEmployees
FROM Employee;

-- 1.2 Count unique employees by gender
SELECT
    Gender,
    COUNT(DISTINCT EmployeeID) AS UniqueEmployeeCount
FROM Employee
GROUP BY Gender;
```

Results Messages

	TotalEmployees
1	1470

	Gender	UniqueEmployeeCount
1	Non-Binary	124
2	Prefer Not To Say	20
3	Male	651
4	Female	675

Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Est

```sql
-- 1.3 Count unique employees by department
SELECT
    Department,
    COUNT(DISTINCT EmployeeID) AS UniqueEmployeeCount
FROM Employee
GROUP BY Department;
```

Results Messages

	Department	UniqueEmployeeCount
1	Sales	446
2	Human Resources	63
3	Technology	961

Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Esti

```sql
-- 1.4 Count unique employees by gender within each department
SELECT
    Department,
    Gender,
    COUNT(DISTINCT EmployeeID) AS UniqueEmployeeCount
FROM Employee
GROUP BY Department, Gender
ORDER BY Department, Gender;
```

Results Messages

	Department	Gender	UniqueEmployeeCount
1	Human Resources	Female	33
2	Human Resources	Male	24
3	Human Resources	Non-Binary	5
4	Human Resources	Prefer Not To Say	1
5	Sales	Female	204
6	Sales	Male	204
7	Sales	Non-Binary	35
8	Sales	Prefer Not To Say	3
9	Technology	Female	438
10	Technology	Male	423
11	Technology	Non-Binary	84
12	Technology	Prefer Not To Say	16

Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Esti

```sql
-- 1.5 Count unique employees by education level
SELECT
    el.EducationLevel,
    COUNT(DISTINCT e.EmployeeID) AS UniqueEmployeeCount
FROM Employee e
JOIN EducationLevel el ON e.Education = el.EducationLevelID
GROUP BY el.EducationLevel
ORDER BY el.EducationLevel;

-- 1.6 Count unique employees by job role
SELECT
    JobRole,
    COUNT(DISTINCT EmployeeID) AS UniqueEmployeeCount
FROM Employee
GROUP BY JobRole
ORDER BY JobRole;
```

Results Messages

	EducationLevel	UniqueEmployeeCount
1	Bachelors	572
2	Doctorate	48
3	High School	282
4	Masters	398
5	No Formal Qualifications	170

	JobRole	UniqueEmployeeCount
1	Analytics Manager	52
2	Data Scientist	261
3	Engineering Manager	75
4	HR Business Partner	7
5	HR Executive	28
6	HR Manager	4
7	Machine Learning Engineer	146
8	Manager	37
9	Recruiter	24
10	Sales Executive	327
11	Sales Representative	83
12	Senior Software Engineer	132
13	Software Engineer	294

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLCMD | To Notel

```sql
-- 2. How does the average salary vary by education level?
SELECT el.EducationLevel,
    AVG(CAST(e.Salary AS DECIMAL(18,2))) AS AverageSalary
FROM Employee e
JOIN EducationLevel el ON e.Education = el.EducationLevelID
GROUP BY el.EducationLevel;

-- 3. Is there a gender pay gap across different job roles and departments?
-- 3. (A) Count the unique number of employees per JobRole
SELECT JobRole, COUNT(DISTINCT EmployeeID) AS UniqueEmployeeCount
FROM Employee
GROUP BY JobRole;

-- 3. (B) Calculate the average salary based on unique employees per JobRole
SELECT e.JobRole,
    CAST(AVG(CAST(e.Salary AS DECIMAL(18, 6))) AS DECIMAL(18, 6)) AS AverageSalary -- Ensure Salary is treated as decimal
FROM (SELECT DISTINCT EmployeeID, JobRole, Salary FROM Employee) e
GROUP BY e.JobRole;

```

Results | Messages

	EducationLevel	AverageSalary
1	Bachelors	115405.430069
2	Doctorate	154268.791666
3	High School	105180.535460
4	Masters	117641.057788
5	No Formal Qualifications	94983.482352

	JobRole	UniqueEmployeeCount
1	HR Business Partner	7
2	Machine Learning Engineer	146
3	Recruiter	24
4	Sales Representative	83
5	HR Executive	28
6	Manager	37
7	Analytics Manager	52
8	Sales Executive	327
9	Data Scientist	261
10	Engineering Manager	75
11	Senior Software Engineer	132
12	Software Engineer	294
13	HR Manager	4

	JobRole	AverageSalary
1	HR Business Partner	314002.428571
2	Machine Learning Engineer	130164.616438
3	Recruiter	37647.500000
4	Sales Representative	40656.421686
5	HR Executive	94362.321428
6	Manager	317531.054054
7	Analytics Manager	346484.230769
8	Sales Executive	117195.538226
9	Data Scientist	56079.494252
10	Engineering Manager	286258.506666
11	Senior Software Engineer	126161.295454
12	Software Engineer	51967.051020
13	HR Manager	449330.750000

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQI

```sql
-- 4. What is the salary distribution based on years of experience?
-- Calculate the promotion rate by JobRole, similar to the Python code
SELECT e.JobRole,
       COUNT(DISTINCT CASE WHEN e.YearsSinceLastPromotion = 0 THEN e.EmployeeID END) AS PromotedEmployeeCount,
       COUNT(DISTINCT e.EmployeeID) AS TotalEmployeeCount,
       (COUNT(DISTINCT CASE WHEN e.YearsSinceLastPromotion = 0 THEN e.EmployeeID END) * 100.0 /
        COUNT(DISTINCT e.EmployeeID)) AS PromotionRate
FROM Employee e
GROUP BY e.JobRole
ORDER BY PromotionRate DESC;

-- 5 Calculate the average salary by department for unique employees?
SELECT e.Department,
    CAST(AVG(CAST(e.Salary AS DECIMAL(18, 6))) AS DECIMAL(18, 6)) AS AverageSalary
FROM Employee e
GROUP BY e.Department
ORDER BY AverageSalary DESC;
```

Results | Messages

	JobRole	PromotedEmployeeCount	TotalEmployeeCount	PromotionRate
1	Recruiter	9	24	37.500000000000
2	Sales Representative	29	83	34.939759036144
3	HR Business Partner	2	7	28.571428571428
4	Machine Learning Engineer	33	146	22.602739726027
5	HR Executive	6	28	21.428571428571
6	Sales Executive	69	327	21.100917431192
7	Software Engineer	62	294	21.088435374149
8	Data Scientist	55	261	21.072796934865
9	Senior Software Engineer	17	132	12.878787878787
10	Engineering Manager	9	75	12.000000000000

	Department	AverageSalary
1	Human Resources	119698.809523
2	Sales	119117.609865
3	Technology	109655.122788

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actu

```sql
-- Second Categoty
-- Employee Satisfaction & Engagement
-- 6. What is the average satisfaction level across different job roles?
SELECT e.JobRole,
    ROUND(AVG(CAST(p.JobSatisfaction AS DECIMAL(10, 2))), 6) AS AverageSatisfaction,
    CASE
        WHEN AVG(p.JobSatisfaction) = 1 THEN 'Very Dissatisfied'
        WHEN AVG(p.JobSatisfaction) = 2 THEN 'Dissatisfied'
        WHEN AVG(p.JobSatisfaction) = 3 THEN 'Neutral'
        WHEN AVG(p.JobSatisfaction) = 4 THEN 'Satisfied'
        WHEN AVG(p.JobSatisfaction) = 5 THEN 'Very Satisfied'
        ELSE 'Unknown'
    END AS SatisfactionLevel
FROM Employee e
JOIN PerformanceRating p ON e.EmployeeID = p.EmployeeID
JOIN SatisfiedLevel sl ON p.JobSatisfaction = sl.SatisfactionID
GROUP BY e.JobRole;
```

Results Messages

	JobRole	AverageSatisfaction	SatisfactionLevel
1	HR Business Partner	3.347826	Neutral
2	Machine Learning Engineer	3.453405	Neutral
3	Recruiter	3.469798	Neutral
4	Sales Representative	3.378323	Neutral
5	HR Executive	3.434782	Neutral
6	Manager	3.435714	Neutral
7	Analytics Manager	3.418269	Neutral
8	Sales Executive	3.435897	Neutral
9	Data Scientist	3.457352	Neutral
10	Engineering Manager	3.526490	Neutral
11	Senior Software Engineer	3.356275	Neutral
12	Software Engineer	3.413043	Neutral
13	HR Manager	3.250000	Neutral

Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Estimated Plan Enable A

```sql
-- 7 Calculate average salary by satisfaction level for unique employees
WITH UniqueEmployees AS (
    SELECT E.EmployeeID,
           (SELECT TOP 1 PR.JobSatisfaction
            FROM PerformanceRating PR
            WHERE PR.EmployeeID = E.EmployeeID
            ORDER BY PR.EmployeeID) AS JobSatisfaction,
           (SELECT TOP 1 E2.Salary
            FROM Employee E2
            WHERE E2.EmployeeID = E.EmployeeID
            ORDER BY E2.EmployeeID) AS Salary
    FROM Employee E
    GROUP BY E.EmployeeID
)
SELECT JobSatisfaction, AVG(Salary * 1.0) AS AverageSalary
FROM UniqueEmployees
WHERE JobSatisfaction IS NOT NULL
GROUP BY JobSatisfaction
ORDER BY JobSatisfaction;

-- 8. Do employees with higher education levels report higher satisfaction?
SELECT el.EducationLevel,
    ROUND(AVG(CAST(p.JobSatisfaction AS DECIMAL(10, 2))), 6) AS AverageSatisfaction
FROM Employee e
JOIN EducationLevel el ON e.Education = el.EducationLevelID
JOIN PerformanceRating p ON e.EmployeeID = p.EmployeeID
GROUP BY el.EducationLevel;
```

Results Messages

	JobSatisfaction	AverageSalary
1	1	120500.333333
2	2	116695.341463
3	3	104914.106312
4	4	113217.044444
5	5	120707.823717

	EducationLevel	AverageSatisfaction
1	High School	3.460399
2	Doctorate	3.298578
3	No Formal Qualifications	3.377380
4	Bachelors	3.440015
5	Masters	3.435146

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actua

```sql
-- 9. Which departments have the most satisfied and least satisfied employees?
SELECT e.Department,
    ROUND(AVG(CAST(p.JobSatisfaction AS DECIMAL(10, 2))), 6) AS AverageSatisfaction
FROM Employee e
JOIN PerformanceRating p ON e.EmployeeID = p.EmployeeID
GROUP BY e.Department;

-- 10. Does job role impact satisfaction level?
SELECT e.JobRole,
    ROUND(AVG(CAST(p.JobSatisfaction AS DECIMAL(10, 2))), 6) AS AverageSatisfaction,
    CASE
        WHEN AVG(p.JobSatisfaction) = 1 THEN 'Very Dissatisfied'
        WHEN AVG(p.JobSatisfaction) = 2 THEN 'Dissatisfied'
        WHEN AVG(p.JobSatisfaction) = 3 THEN 'Neutral'
        WHEN AVG(p.JobSatisfaction) = 4 THEN 'Satisfied'
        WHEN AVG(p.JobSatisfaction) = 5 THEN 'Very Satisfied'
            ELSE NULL
    END AS AverageSatisfaction
FROM Employee e
JOIN PerformanceRating p ON e.EmployeeID = p.EmployeeID
JOIN SatisfiedLevel sl ON p.JobSatisfaction = sl.SatisfactionID
GROUP BY e.JobRole;
```

Results Messages

	Department	AverageSatisfaction
1	Sales	3.422056
2	Human Resources	3.435643
3	Technology	3.434578

	JobRole	AverageSatisfaction	AverageSatisfaction
1	HR Business Partner	3.347826	Neutral
2	Machine Learning Engineer	3.453405	Neutral
3	Recruiter	3.469798	Neutral
4	Sales Representative	3.378323	Neutral
5	HR Executive	3.434782	Neutral
6	Manager	3.435714	Neutral
7	Analytics Manager	3.418269	Neutral
8	Sales Executive	3.435897	Neutral
9	Data Scientist	3.457352	Neutral
10	Engineering Manager	3.526490	Neutral
11	Senior Software Engineer	3.356275	Neutral
12	Software Engineer	3.413043	Neutral
13	HR Manager	3.250000	Neutral

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLCMD | To Notebook

```sql
-- Third Categoty
-- Attrition & Turnover Analysis
-- 11. What is the overall employee attrition rate?
SELECT
    e.Attrition,
    ROUND(COUNT(*) * 100.0 / (SELECT COUNT(*) FROM Employee), 6) AS AttritionRate
FROM Employee e
GROUP BY e.Attrition
ORDER BY Attrition DESC;

-- 12. Which department has the highest employee turnover?
SELECT
    e.Department,
    COUNT(*) AS TotalEmployees, -- Count total employees in each department
    SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) AS AttritionEmployees, -- Count employees who left
    (SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0) / COUNT(*) AS AttritionRate -- Calculate attrition rate as a percentage
FROM Employee e
GROUP BY e.Department
ORDER BY AttritionRate DESC; -- Sort departments by highest attrition rate
```

Results | Messages

	Attrition	AttritionRate
1	Yes	16.122449000000
2	No	83.877551000000

	Department	TotalEmployees	AttritionEmployees	AttritionRate
1	Sales	446	92	20.627802690582
2	Human Resources	63	12	19.047619047619
3	Technology	961	133	13.839750260145

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLCMD | To Notebook

```sql
-- 13. Is there a connection between satisfaction level and attrition?
SELECT sl.SatisfactionLevel,
    COUNT(*) AS TotalEmployees,
    SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) AS AttritionEmployees,
    (SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0) / COUNT(*) AS AttritionRate
FROM PerformanceRating p
JOIN SatisfiedLevel sl ON p.EnvironmentSatisfaction = sl.SatisfactionID
JOIN Employee e ON p.EmployeeID = e.EmployeeID
GROUP BY sl.SatisfactionLevel
ORDER BY AttritionRate DESC;

-- 13. Is there a connection between satisfaction level and attrition?
WITH LatestPerformance AS (
    SELECT
        EmployeeID,
        EnvironmentSatisfaction,
        ROW_NUMBER() OVER (PARTITION BY EmployeeID ORDER BY ReviewDate DESC) AS rn
    FROM PerformanceRating
)
SELECT
    sl.SatisfactionLevel,
    COUNT(DISTINCT e.EmployeeID) AS TotalEmployees,
    COUNT(DISTINCT CASE WHEN e.Attrition = 'Yes' THEN e.EmployeeID END) AS AttritionEmployees,
    (COUNT(DISTINCT CASE WHEN e.Attrition = 'Yes' THEN e.EmployeeID END) * 100.0) / COUNT(DISTINCT e.EmployeeID) AS AttritionRate
FROM Employee e
JOIN LatestPerformance lp ON e.EmployeeID = lp.EmployeeID AND lp.rn = 1
JOIN SatisfiedLevel sl ON lp.EnvironmentSatisfaction = sl.SatisfactionID
GROUP BY sl.SatisfactionLevel
ORDER BY AttritionRate DESC;
```

Results | Messages

	SatisfactionLevel	TotalEmployees	AttritionEmployees	AttritionRate
1	Neutral	2211	776	35.097241067390
2	Very Satisfied	2046	700	34.213098729227
3	Satisfied	2175	706	32.459770114942
4	Dissatisfied	141	44	31.205673758865
5	Very Dissatisfied	136	35	25.735294117647

	SatisfactionLevel	TotalEmployees	AttritionEmployees	AttritionRate
1	Dissatisfied	62	16	25.806451612903
2	Very Dissatisfied	51	11	21.568627450980
3	Very Satisfied	343	66	19.241982507288
4	Neutral	431	82	19.025522041763
5	Satisfied	393	62	15.776081424936

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLCMD | To Notebook

```sql
-- 14. Do employees with higher education levels have lower attrition rates?
SELECT el.EducationLevel,
    COUNT(*) AS TotalEmployees,
    SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) AS AttritionEmployees,
    (SUM(CASE WHEN e.Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0) / COUNT(*) AS AttritionRate
FROM Employee e
LEFT JOIN EducationLevel el ON e.Education = el.EducationLevelID
GROUP BY el.EducationLevel
ORDER BY AttritionRate ASC;

-- 15. How does tenure (years at company) impact attrition?
WITH EmployeeTenure AS (
    SELECT
        e.EmployeeID,
        e.YearsAtCompany,  -- Use the original YearsAtCompany value instead of recalculating it
        e.Attrition,
        ROW_NUMBER() OVER (PARTITION BY e.EmployeeID ORDER BY e.HireDate ASC) AS rn
    FROM Employee e
)
-- Step 2: Calculate attrition rate based on unique employees
SELECT
    YearsAtCompany,
    COUNT(EmployeeID) AS TotalEmployees,  -- Count total unique employees per tenure
    SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) AS AttritionEmployees,  -- Count employees who left
    (SUM(CASE WHEN Attrition = 'Yes' THEN 1 ELSE 0 END) * 100.0) / COUNT(EmployeeID) AS AttritionRate  -- Calculate attrition rate (%)
FROM EmployeeTenure
WHERE rn = 1  -- Select only the first record for each employee
GROUP BY YearsAtCompany
ORDER BY YearsAtCompany ASC;
```

Results | Messages

	EducationLevel	TotalEmployees	AttritionEmployees	AttritionRate
1	Doctorate	48	5	10.416666666666
2	Masters	398	58	14.572864321608
3	High School	282	44	15.602836879432
4	Bachelors	572	99	17.307692307692
5	No Formal Qualifications	170	31	18.235294117647

	YearsAtCompany	TotalEmployees	AttritionEmployees	AttritionRate
1	0	190	60	31.578947368421
2	1	177	61	34.463276836158
3	2	124	25	20.161290322580
4	3	148	24	16.216216216216
5	4	129	15	11.627906976744
6	5	115	20	17.391304347826
7	6	101	11	10.891089108910
8	7	121	9	7.438016528925
9	8	119	6	5.042016806722
10	9	118	5	4.237288135593
11	10	128	1	0.781250000000

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLCMD | To Notel

```sql
-- Fourth Category
-- Promotion & Career Growth
-- 16. How long does it take, on average, for employees to receive a promotion?
SELECT
    CAST(AVG(CAST(e.YearsSinceLastPromotion AS DECIMAL(18, 6))) AS DECIMAL(18, 6)) AS AveragePromotionTime
FROM Employee e;

-- 17. Is there a correlation between education level and promotion frequency?
SELECT
    el.EducationLevel,
    AVG(CAST(e.YearsSinceLastPromotion AS FLOAT)) AS AvgYearsSinceLastPromotion  -- Calculate the average time to promotion
FROM Employee e
LEFT JOIN EducationLevel el ON e.Education = el.EducationLevelID
GROUP BY el.EducationLevel
ORDER BY AvgYearsSinceLastPromotion ASC;

-- 18. Which departments promote employees the fastest and the slowest?
SELECT e.Department,
    CAST(AVG(CAST(e.YearsSinceLastPromotion AS DECIMAL(18, 6))) AS DECIMAL(18, 6)) AS AveragePromotionTime
FROM Employee e
GROUP BY e.Department
ORDER BY AveragePromotionTime ASC;  -- Fastest promotion first
```

Results | Messages

	AveragePromotionTime
1	3.440816

	EducationLevel	AvgYearsSinceLastPromotion
1	Masters	3.1231155778894473
2	Bachelors	3.3933566433566433
3	No Formal Qualifications	3.5823529411764707
4	Doctorate	3.6875
5	High School	3.858156028368794

	Department	AveragePromotionTime
1	Sales	3.260089
2	Human Resources	3.285714
3	Technology	3.534859

Run | Cancel | Disconnect | Change | Database: HR_Analysis_DataBase | Estimated Plan | Enable Actual Plan | Parse | Enable SQLC

```sql
-- 19. What percentage of satisfied employees receive promotions?
-- 19.1. Select the first job satisfaction rating for each employee
WITH FirstSatisfaction AS (
    SELECT
        e.EmployeeID,
        pr.JobSatisfaction,
        e.YearsSinceLastPromotion,
        ROW_NUMBER() OVER (PARTITION BY e.EmployeeID ORDER BY e.YearsSinceLastPromotion ASC) AS row_num
    FROM Employee e
    JOIN PerformanceRating pr ON e.EmployeeID = pr.EmployeeID
)
-- 19.2. Calculate the total number of employees and the number of promoted employees by job satisfaction level
, PromotionStats AS (
    SELECT
        JobSatisfaction,
        COUNT(DISTINCT EmployeeID) AS TotalEmployees,  -- Ensure each employee is counted only once
        COUNT(DISTINCT CASE WHEN YearsSinceLastPromotion = 0 THEN EmployeeID END) AS PromotedEmployees
    FROM FirstSatisfaction
    WHERE row_num = 1  -- Select only the first record per employee
    GROUP BY JobSatisfaction
)
-- 19.3. Compute the promotion percentage by job satisfaction level
SELECT
    JobSatisfaction,
    TotalEmployees,
    PromotedEmployees,
    (PromotedEmployees * 100.0) / NULLIF(TotalEmployees, 0) AS PromotionPercentage
FROM PromotionStats
ORDER BY JobSatisfaction;
```

Results | Messages

	JobSatisfaction	TotalEmployees	PromotedEmployees	PromotionPercentage
1	1	40	6	15.000000000000
2	2	332	33	9.939759036144
3	3	335	48	14.328358208955
4	4	302	37	12.251655629139
5	5	271	35	12.915129151291

Run Cancel Disconnect Change | Database: HR_Analysis_DataBase | Estimated Plan Enable Actual Plan Pars

```sql
-- 20. Does gender impact promotion opportunities?
WITH UniqueEmployees AS (
    SELECT
        e.EmployeeID,
        e.Gender,
        e.YearsSinceLastPromotion
    FROM Employee e
    -- Ensure each employee appears only once based on first promotion date
    WHERE e.YearsSinceLastPromotion = (
        SELECT MIN(e2.YearsSinceLastPromotion)
        FROM Employee e2
        WHERE e2.EmployeeID = e.EmployeeID
    )
)
SELECT
    Gender,
    COUNT(CASE WHEN YearsSinceLastPromotion = 0 THEN 1 END) AS PromotionFrequency,
    COUNT(*) AS TotalEmployees,
    (COUNT(CASE WHEN YearsSinceLastPromotion = 0 THEN 1 END) * 100.0) / COUNT(*) AS PromotionRate
FROM UniqueEmployees
GROUP BY Gender
ORDER BY PromotionRate DESC;
```

Results Messages

	Gender	PromotionFrequency	TotalEmployees	PromotionRate
1	Prefer Not To Say	6	20	30.000000000000
2	Male	139	651	21.351766513056
3	Female	133	675	19.703703703703
4	Non-Binary	23	124	18.548387096774