**Diversity & Inclusion Report Summary – Pharma Group AG**

1. **Employee Details**

* **Total Employees**: 500
* **Gender Split**: 41% female and 59% male
* **Hiring Trends**: The highest number of recent hires (within 2 years) are female, though males slightly dominate in hires from 0 and 5 years ago.
* **Age vs. Department**:
  + Ages *20–29* and *30–39* dominate, especially in *Sales & Marketing*.
  + Older age groups are more evenly spread across all departments.
* **Regional Distribution**:
  + *Americas* leads with 52.8% of the workforce, followed by *Europe* (44.8%) and *Switzerland* (1.4%).
* **Department Coverage**: Includes Finance, HR, Internal Services, Operations, Sales & Marketing, and Strategy.

1. **Employee Hired**

* **Overall Hiring**: 66 new hires with 47 resignations. Gender hiring rates are similar—**34% female** and **32% male**.
* **Employment Type**: Full-time roles dominate (27), with fewer part-time hires (7).
* **Age Profile**: Most new hires fall between **20–39 years** (32 total), suggesting a youthful workforce influx.
* **Department Distribution**: Hiring is highest in **Operations** (17), followed by **Sales & Marketing** (12), and **Internal Services** (11).
* **Job Level Focus**: Entry-level roles like **Junior Officer** (15 hires) and **Manager** (7 hires) saw the bulk of hiring, while senior roles (Executive, Director) were less common.
* **Tenure Overview**: Most hires are concentrated within the last **0–2 years**, with a tapering pattern up to 9 years.

**3. Performance Analysis Overview**

* **Performance Distribution**: Most employees received ratings of 1 or 2 (both around 45%), while only 8% received a 3.
* **Job Level Analysis**: Senior Managers had the highest average rating (3.00), while Senior Officers had the lowest (2.31).
* **Department Ratings**: Operations had the highest total performance rating, but Strategy had the highest average rating for women.
* **Age & Gender**: The 20–29 and 30–39 age groups had the highest total ratings, with more females than males in each.
* **Gender Parity**: Average ratings are nearly equal—Female: 2.42, Male: 2.41.

**4. Promotion Insights**

* **Total Promotions**: 36 employees promoted — *28 males* and *8 females*.
* **Job Title Trends**: Most promotions occurred in *Senior Officer* and *Manager* positions.
* **Department Analysis**: Promotions were clustered in *Operations*, *Sales & Marketing*, and *Strategy*.
* **Age & Tenure**:
  + Employees aged *30–39* had the highest promotion rates.
  + Most promotions occurred among those with *3–5 years* since hire.