



DIVERSITY & INCLUSION ANALYSIS

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PROJECT OBJECTIVES

"To assist our telecom client in overcoming gender balance challenges at the executive management level, leveraging PwC Switzerland's expertise in diversity and inclusion. Our objective is to develop a strategic framework integrating awareness, education, analytics, and inspirational leadership. Through these efforts, we aim to cultivate an inclusive culture where all team members feel valued, driving organizational success in today's diverse business landscape."

Identify Disparities

Analyze organizational data to identify disparities in representation, opportunities, and outcomes among different demographic groups, such as gender, ethnicity, age, and sexual orientation.

Assess Impact

Evaluate the impact of diversity and inclusion initiatives on key performance metrics such as employee engagement, retention rates, innovation, and financial performance.

Inform Strategy

Use insights from diversity and inclusion analysis to inform the development and refinement of organizational strategies, policies, and programs aimed at fostering an inclusive workplace culture and addressing disparities.

MISSION STATEMENT

"To empower organizations worldwide through innovative solutions, strategic insights, and unwavering commitment to diversity and inclusion. By fostering inclusive cultures and driving equitable opportunities, we aim to inspire transformative change, unleash the full potential of diverse talents, and build a more just and prosperous society for all."

THE DATA



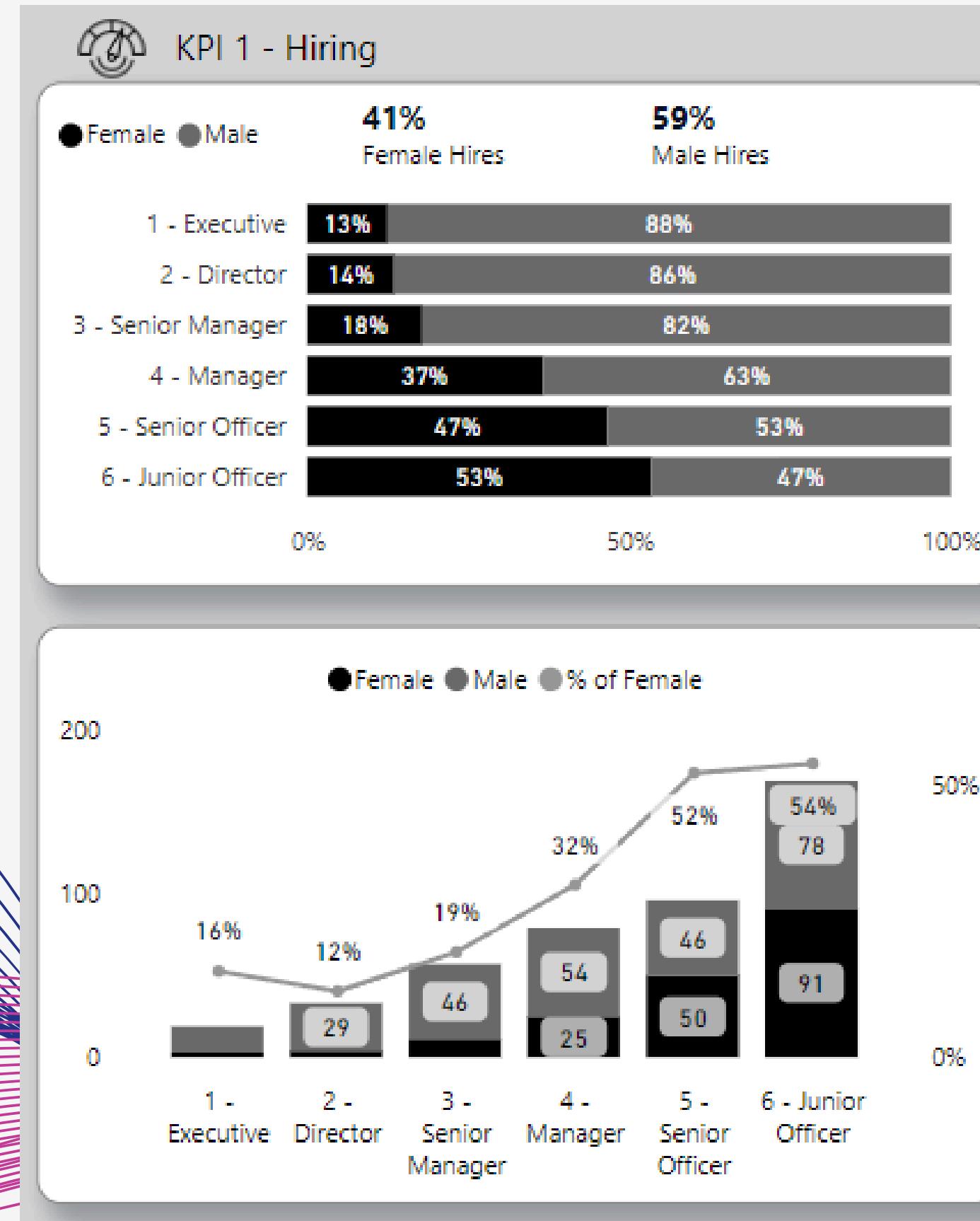
The dataset contains detailed demographic data including gender, age group, nationality, and region, offering a comprehensive snapshot of the workforce's diversity landscape. By examining these variables, organizations can gain insights into the composition of their employees and identify areas where diversity initiatives may be needed.



With information on job levels, promotions, new hires, leavers, and tenure, organizations can analyze the dynamics of their workforce. This includes understanding patterns of career progression, turnover rates, and the impact of hiring and promotional practices on diversity and inclusion efforts.



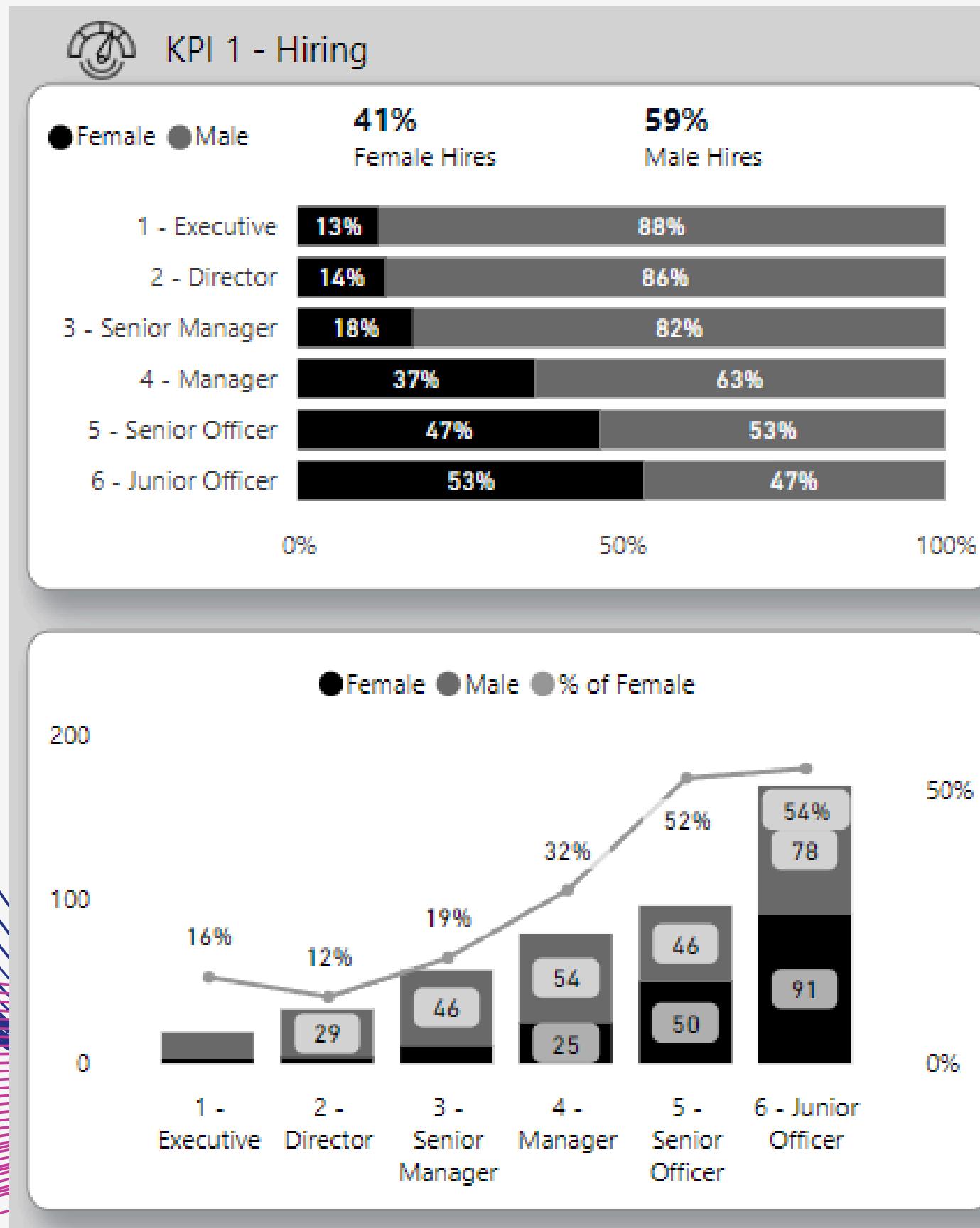
Performance ratings, promotion history, and departmental data provide valuable insights into talent management practices. Organizations can assess the fairness and equity of performance evaluations and promotions across different demographic groups, identifying potential areas for improvement in diversity and inclusion strategies.



HIRING ANALYSIS

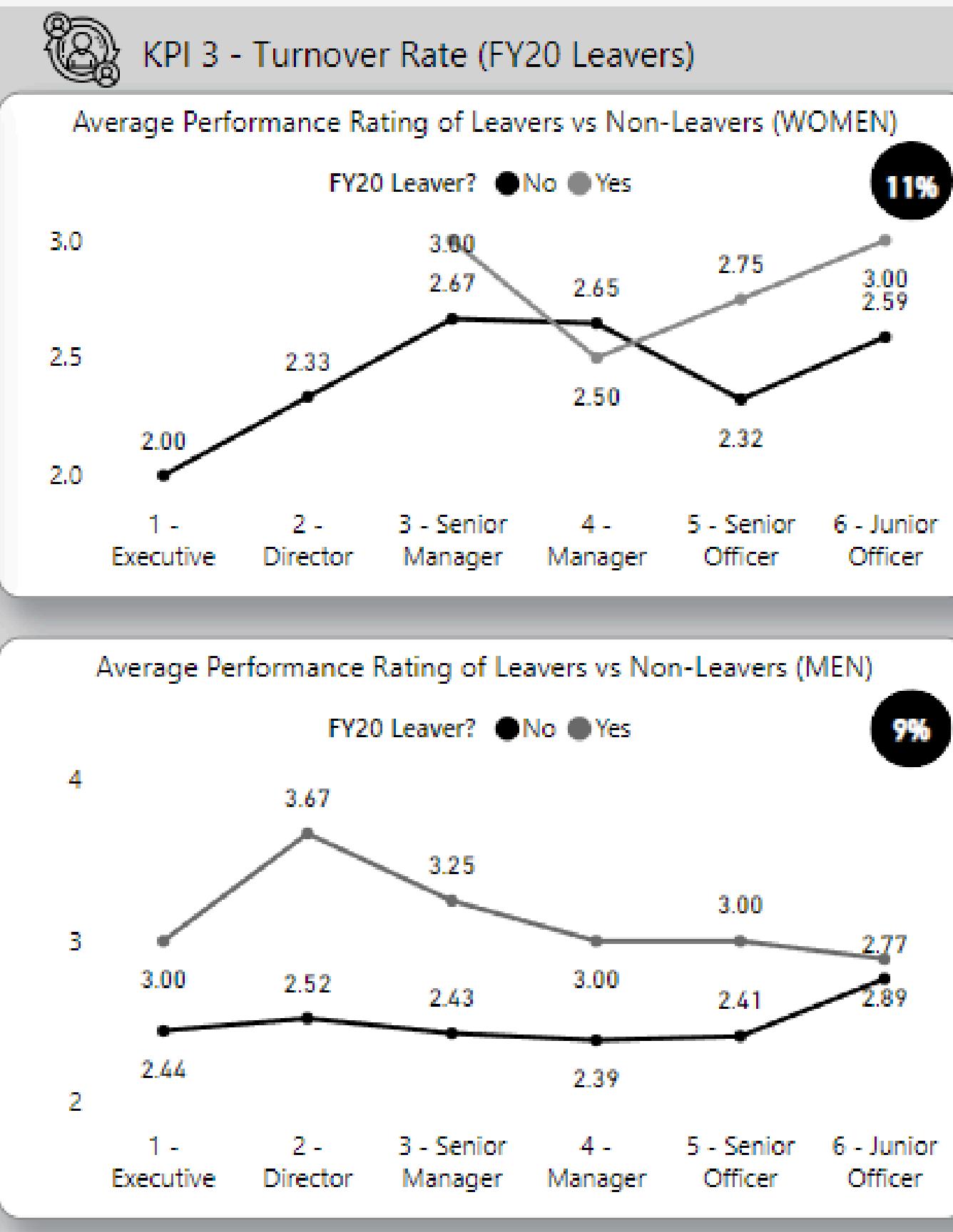
- **Gender Disparity:** The total count of Employee IDs indicates a gender disparity, with a higher representation of males (269) compared to females (184).
- **Positive Correlation:** There exists a positive correlation between the count of Employee IDs and the total percentage of females, suggesting that as the count of female employees increases, so does their overall representation in the workforce.
- **Junior Officer Representation:** Females constitute 20.09% of the total count of Employee IDs at the Junior Officer level, indicating a moderate level of gender diversity at this job level.
- **Average Count Disparity:** On average, the count of Employee IDs is higher for males (49.17) than females (34.17), indicating a gender disparity in overall employee numbers.
- **Promotion Disparity:** The largest disparity between male and female counts of Employee IDs occurs at Job Level 3 - Senior Manager, with males outnumbering females by 36. This highlights a potential area for improvement in gender-balanced promotion practices.

PROMOTIONS ANALYSIS



- Gender Disparity:** The telecom company shows a significant gender disparity, with male employees outnumbering female employees across all levels. This indicates a potential gap in gender diversity within the organization.
- Correlation between Count and Percentage:** The positive correlation between the count of employee IDs and the percentage of females suggests that as the overall count of employees increases, the representation of females also tends to increase. However, this may not necessarily translate to equitable representation at all levels.
- Representation at Junior Officer Level:** While females make up 20.09% of Junior Officers, indicating some level of gender diversity at entry-level positions, further analysis is needed to understand if this diversity is sustained at higher levels.
- Average Counts:** The lower average count of female employee IDs compared to males indicates a potential lack of representation or retention of female talent within the company, raising concerns about inclusivity.
- Discrepancy at Senior Manager Level:** The largest discrepancy between male and female employee IDs at the Senior Manager level suggests barriers to advancement for females within the company, highlighting potential issues with career progression and inclusivity at higher levels.

TURNOVER RATE ANALYSIS



- **Gender Turnover:** More male employees leave the company compared to females, indicating potential retention issues among males.
- **Correlation:** There's a positive correlation between the count of employee IDs and the percentage of females, suggesting a potential relationship between female representation and overall turnover.
- **Junior Officers:** Females make up a significant portion (20.09%) of Junior Officers, which could impact turnover rates at this level.
- **Average Counts:** On average, male turnover rates are higher than female turnover rates, indicating potential differences in retention or job satisfaction.
- **Senior Manager Turnover:** The largest gap in male-female turnover occurs at the Senior Manager level post-FY20 promotions, indicating potential challenges retaining male employees at this level.

SUMMARY

- **Gender Disparity:** Across hiring, promotions, and turnover, males outnumber females, indicating a persistent gender gap.
- **Correlation:** Positive correlation between female representation and overall counts suggests potential progress, but disparities persist.
- **Junior Officer Representation:** While there's moderate diversity at the entry level, sustainability at higher levels needs examination.
- **Average Count Disparity:** Lower average counts of females imply retention or representation challenges.
- **Promotion Disparity:** Largest gaps at Senior Manager level highlight barriers to female advancement.

Negative Points:

- Persistent gender disparities exist across all stages, from hiring to promotions and turnover.
- Notable challenges in retaining and promoting females, particularly at higher levels.

Improvement Areas:

- Addressing gender disparities comprehensively through targeted hiring, promotion, and retention strategies.
- Creating an inclusive culture that supports career progression for all genders, especially at senior levels.

