

# Executive Summary – Gender Equality Project

This project analyzes gender equality and diversity management through the comparison of two real organizations: Danone and CNPR. The study examines HR strategies, leadership roles, and inclusion metrics in both companies. It applies frameworks such as ISO 30415 and UNI PDR 125:2022, highlighting practical differences in implementing inclusive policies.

Quantitative and qualitative methods were used, including a custom-designed questionnaire. The data analysis was performed using R, with attention to statistical coherence and sociological insight.

Key findings:

- Danone shows high integration of gender equality in its core strategies.
- CNPR reflects traditional organizational structures with more limited D&I impact.
- Certification tools play a crucial role in organizational awareness and change.

This work reflects the author's commitment to responsible data use and the role of analytics in promoting social progress.

Federico De Luca is a graduate student in Data Analytics, currently completing his Master's degree. He combines strong analytical skills with a deep interest in sustainability, gender equality, and data-driven innovation.

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