

Pharma Group AG

Diversity And Inclusion Dashboard

Key Suggestions

- Significant gender disparity in senior position hiring.
- Regardless of duration in a previous position, male employees receive better priority for promotions at the senior level.
- The average performance rating for men and women is about equal, however high-performing male employees frequently quit the organization.
- By giving high-rated staff certain rewards, the aforementioned argument might be made more clear.

Dashboard 1

This dashboard contains trends and visualizations showing:

- Hiring
- Promotions
- Turnover Rate

Dashboard 2

This dashboard contains trends and visualizations showing:

- Performance Rating
- Executive Split
- Age Group



Diversity And Inclusion Dashboard



Employee Type

All



Nationality

All



Departments

All



Job Level

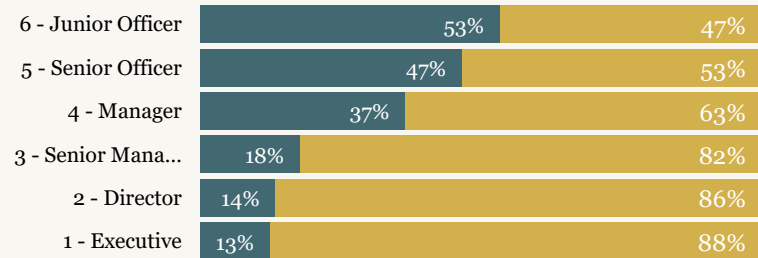
All



KPI 1 - Hiring

Employees By Job Type

Female Male



Of Men

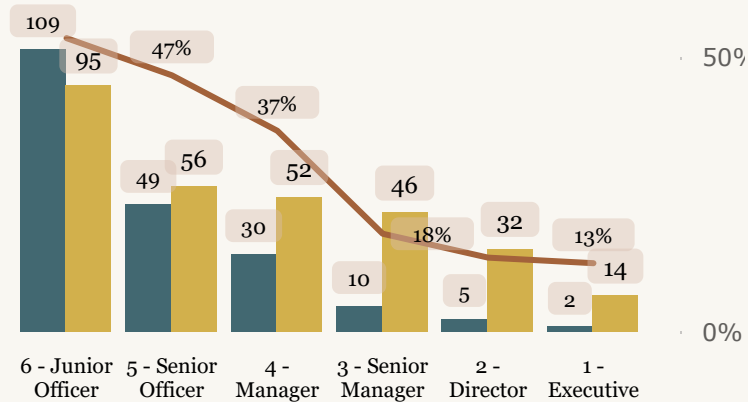
59%

Of Women

41%

Employees By Job Type

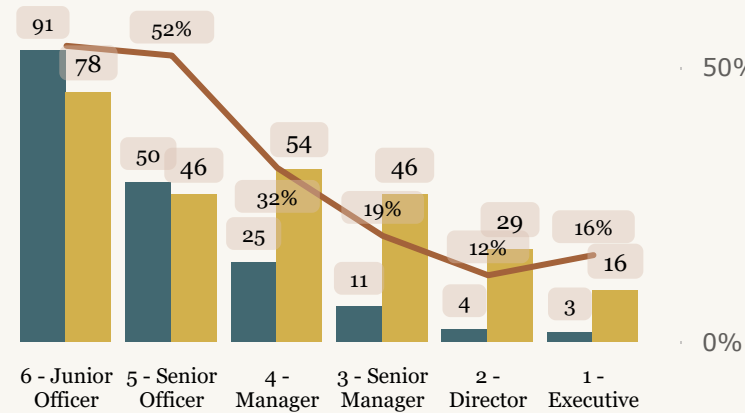
Female Male % of Women Hires



KPI 2 - Promotions (this year)

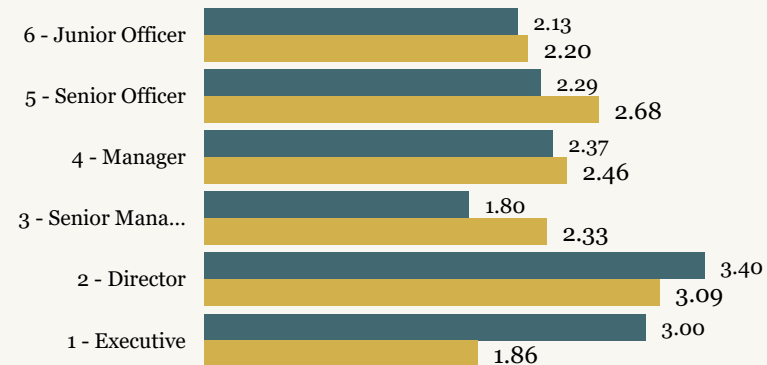
Job Role after Promotions FY21

Female Male % of Women Hires



Avg. Time in Previous Role

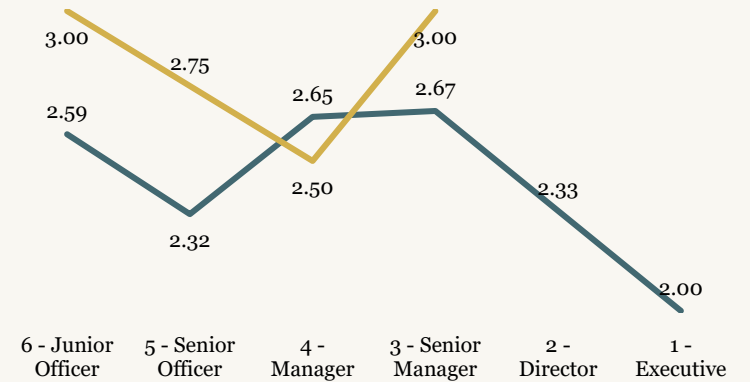
Female Male



KPI 3 - Turnover Rate (Leavers)

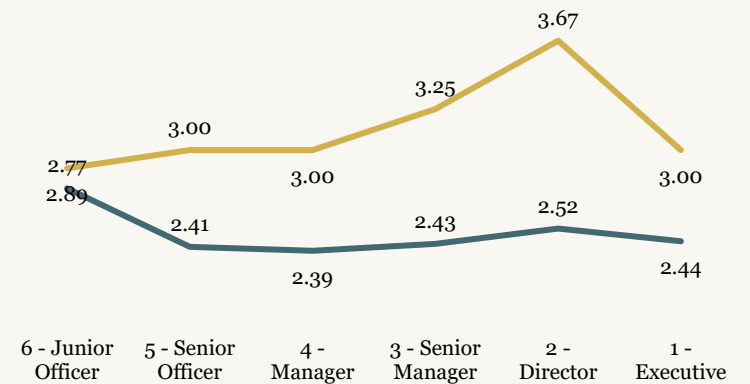
Performance Rating of Leavers vs Non-Leavers (Women)

FY20 leaver? No Yes



Performance Rating of Leavers vs Non-Leavers (Men)

FY20 leaver? No Yes



Diversity And Inclusion Dashboard



Employee Type

All

Nationality

All

Departments

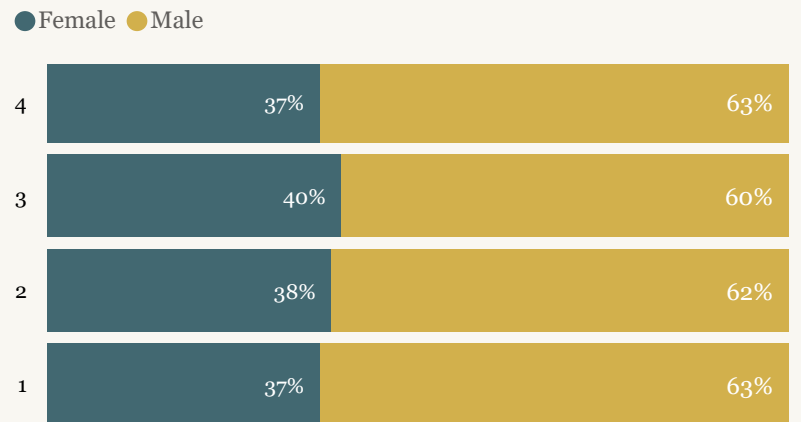
All

Job Level

All

KPI 4 - Performance Rating

Employees By Performance Rating



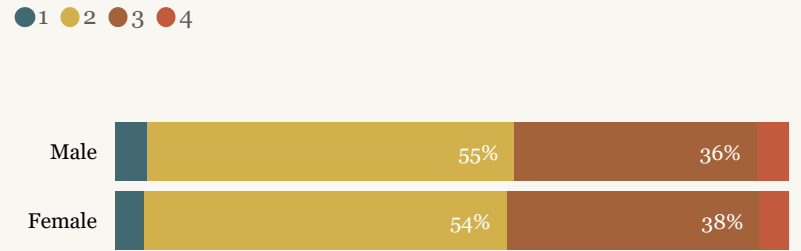
Avg Rating Men

2.41

Avg. Rating Women

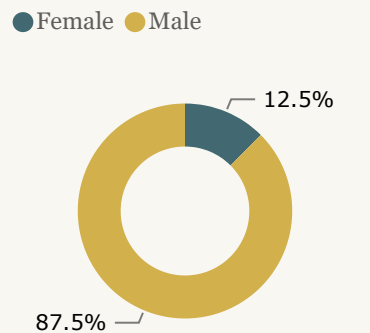
2.42

Gender By Performance Rating

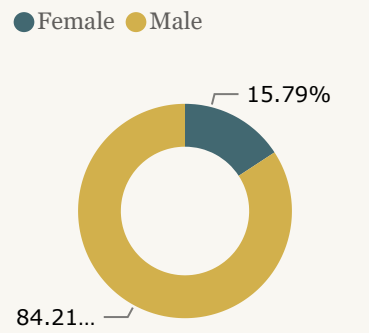


KPI 5 - Executives Diversity

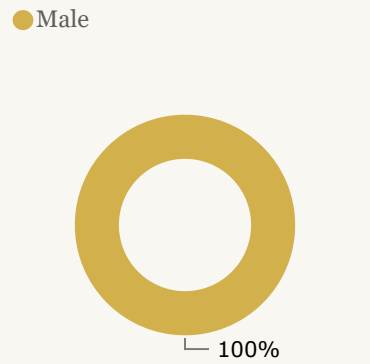
FY20 Employee Breakdown



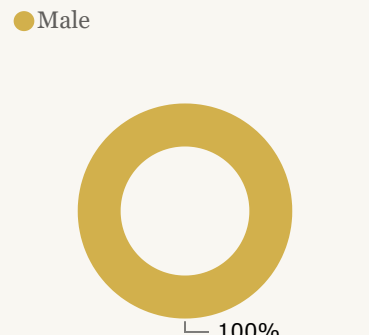
FY21 Employee Breakdown



Executive Hires (FY20)

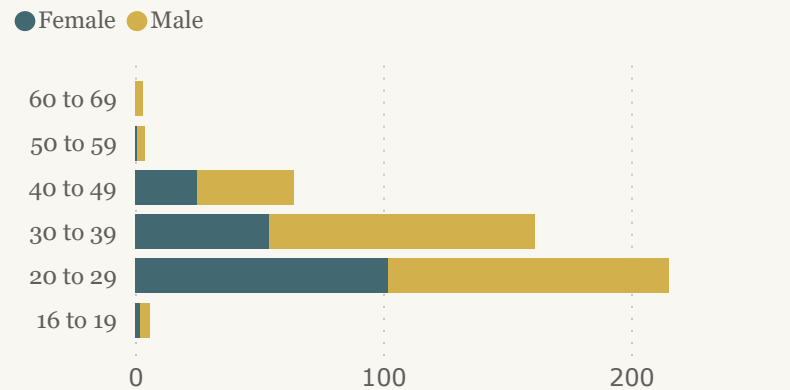


Promotion to Executive (FY20)



KPI 6 - Age Group

Employees By Age Group (end FY20)



Job Level by Age Group (FY21)

