



Diversity & Inclusion Analysis

Key Insights

▣ **Gender Distribution:** Out of 500 employees, the workforce remains male-dominated, with 59% males and 41% females.

▣ **Nationality:** The majority of employees are from Switzerland, Germany, France, and Italy, representing the company's key regions of operation.

▣ **Hiring Trends:** In FY20, 66 new employees were hired, with a gender ratio of 48% male and 52% female. Most hires were in the 20-29 and 30-39 age groups, with fewer employees hired over 40.

▣ **Promotion and Performance:** Promotions in FY21 reflected a 65% male and 35% female split, indicating some gender disparity. The average performance rating across all levels was 2.41, with a marginal difference between females (2.42) and males (2.41).

▣ **Attrition:** Of the 47 employees who left in FY20, 55% were male and 45% were female. High-performing male employees showed a tendency to leave the company.

This analysis provides an overview of **Pharma Group AG's** gender distribution, hiring, promotions, and attrition trends.

Overview



Hiring



Performance and Promotion





Pharma Group AG Diversity & Inclusion Dashboard

Overview

Hiring

Performance & Promotion



Employee Type

All

Nationality

All

Department

All

Age Group

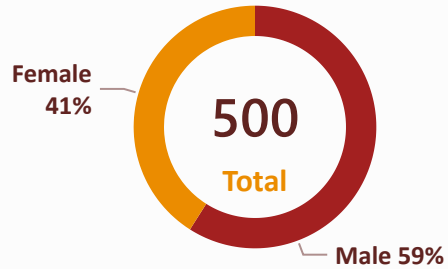
All

Job Level

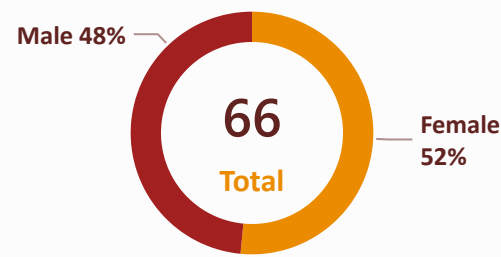
All



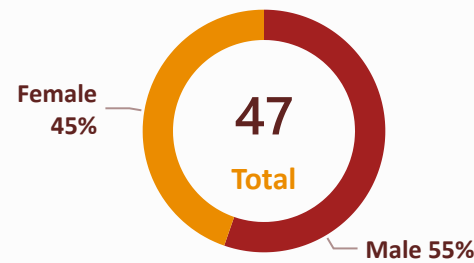
Gender Distribution of Employees



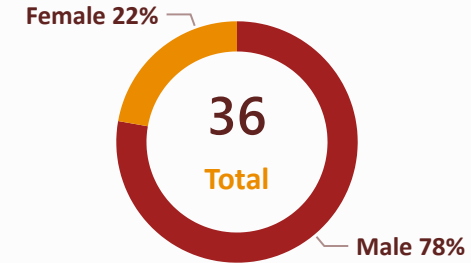
Newly Hired Employees



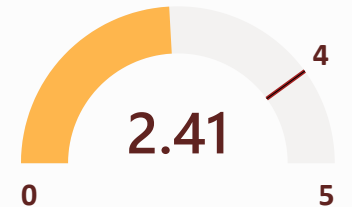
Employee Attrition in FY20



Employees Promoted in FY20

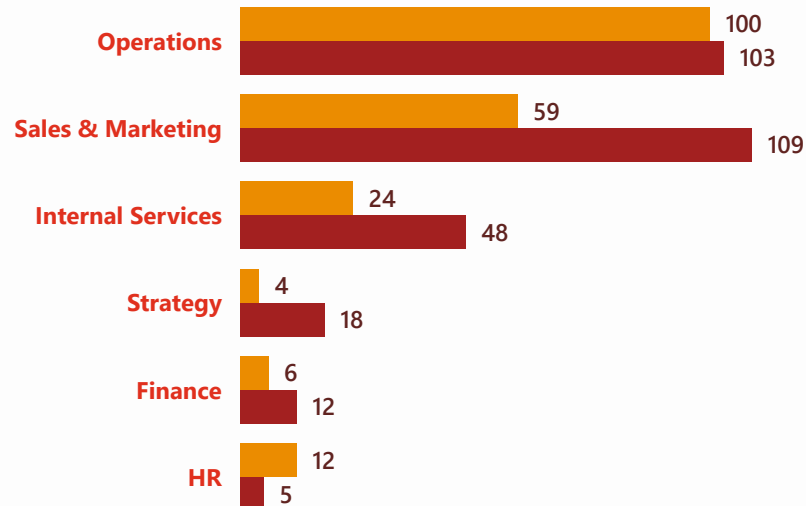


Avg. Employee Rating in FY20

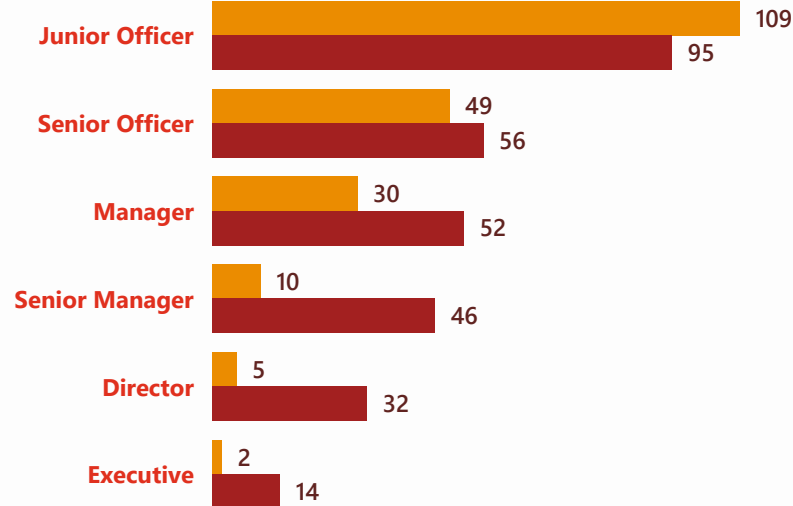


● Female ● Male

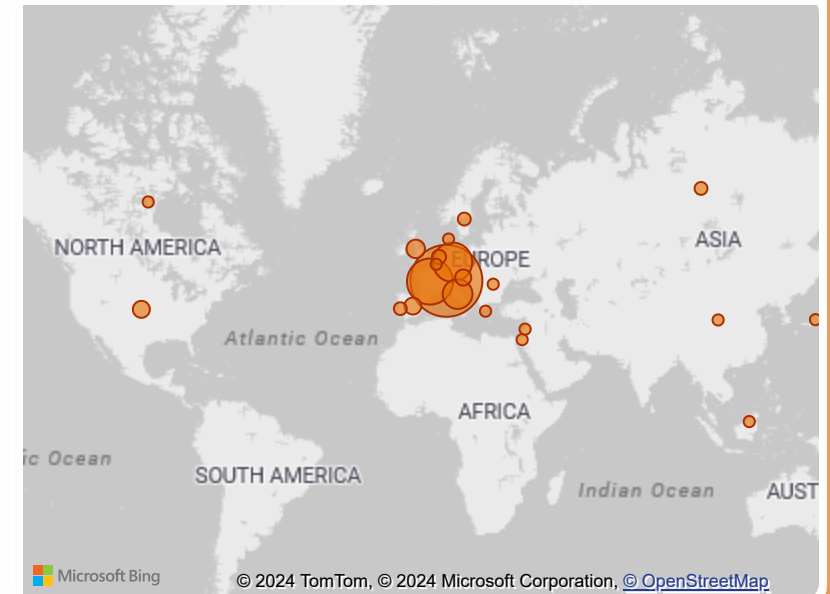
of Employees by Department



of Employees by Job Level



of Employees by Nationality





Pharma Group AG Diversity & Inclusion Dashboard

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Hiring

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Employee Type

All

Nationality

All

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All

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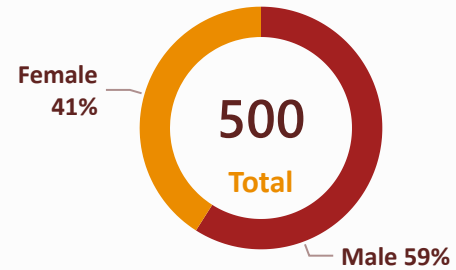
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Job Level

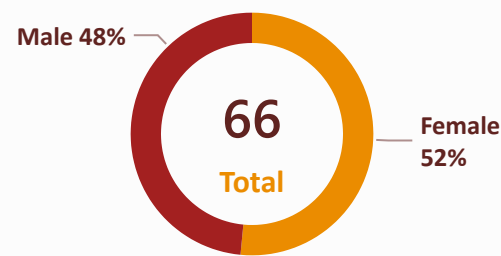
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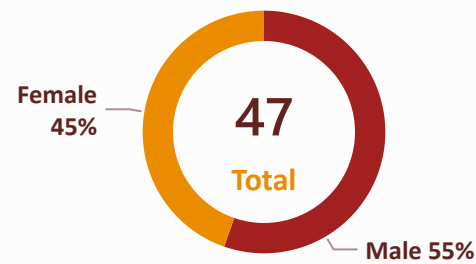
Gender Distribution of Employees



Newly Hired Employees

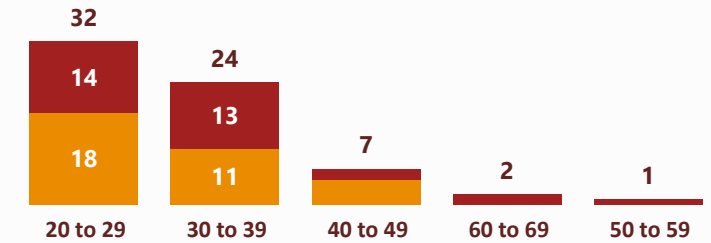


Employee Attrition in FY20



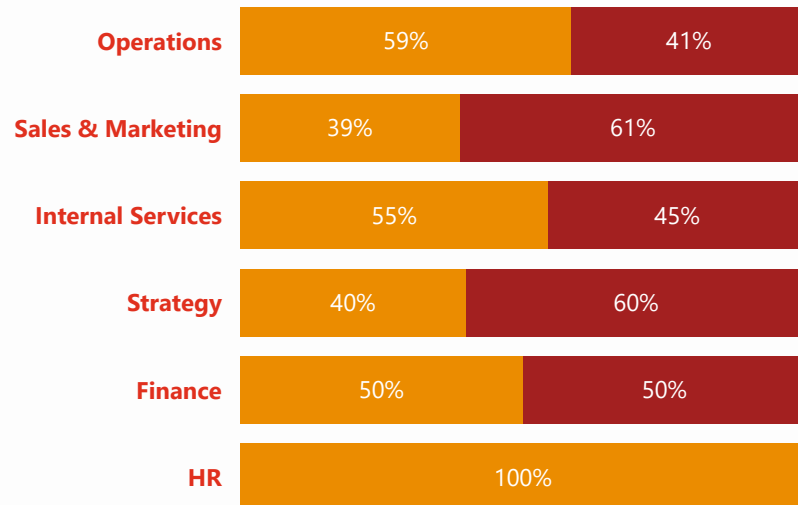
● Female ● Male

Newly Hired Employees for Diff. Age Groups

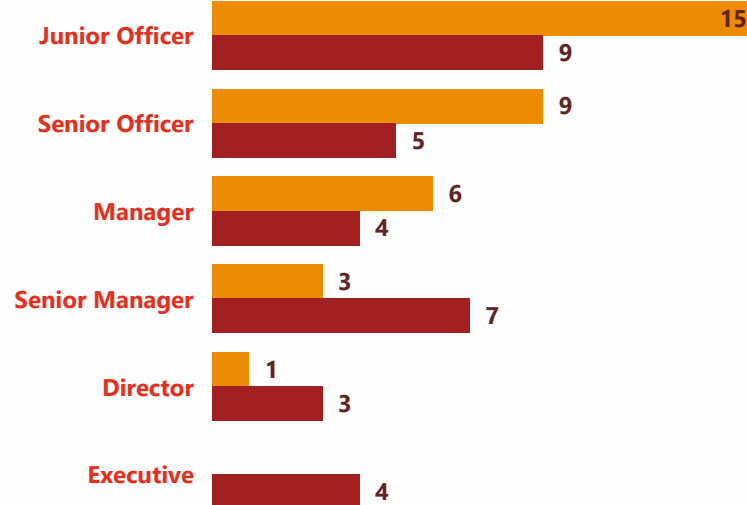


● Female ● Male

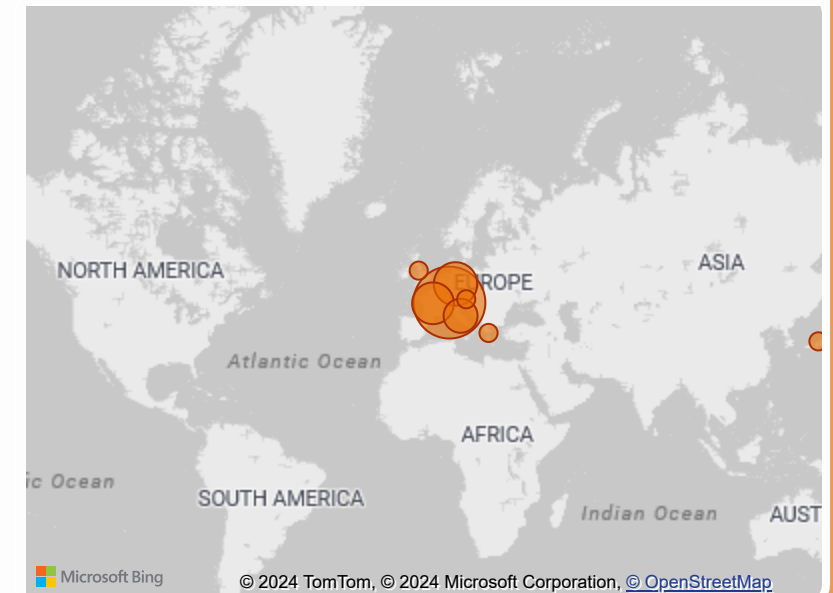
% of Newly Hired Employees by Departments



of Newly Hired Employees by Job Level



of Newly Hired Employees by Nationality





Pharma Group AG Diversity & Inclusion Dashboard

[Overview](#)[Hiring](#)[Performance & Promotion](#)

Employee Type

All

Nationality

All

Department

All

Age Group

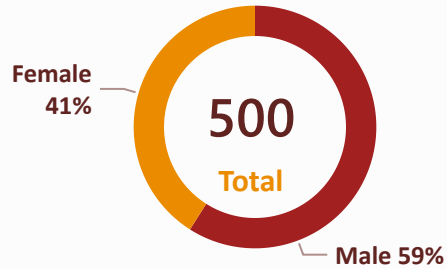
All

Job Level

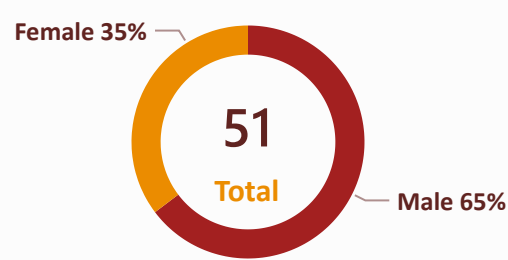
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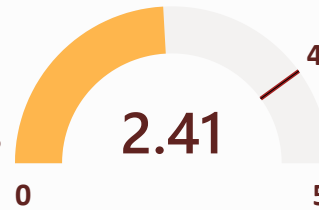
Gender Distribution of Employees



Employees Promoted in FY21



Avg. Employee Rating in FY20



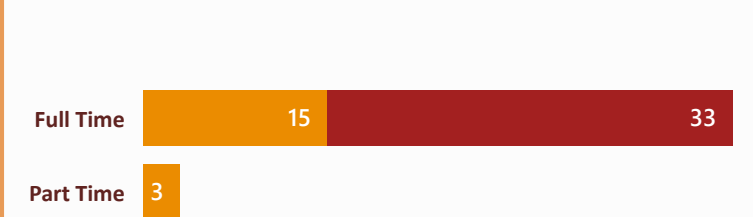
2.41

Avg. Rating for Male

2.42

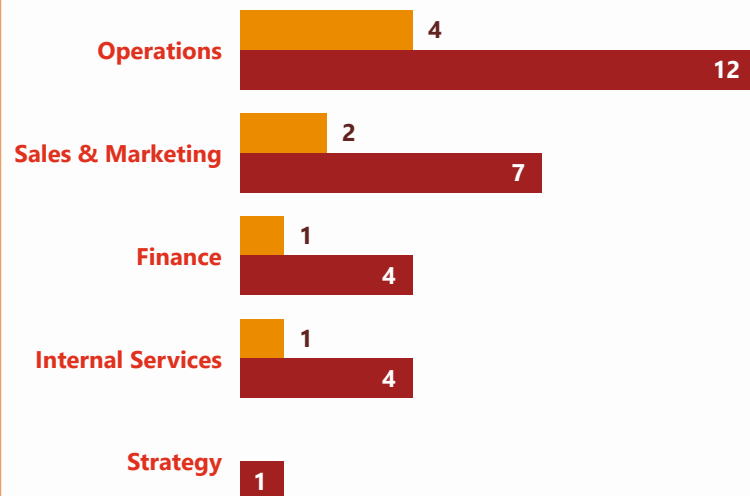
Avg. Rating for Female

Employment Type-wise Promotion in FY21

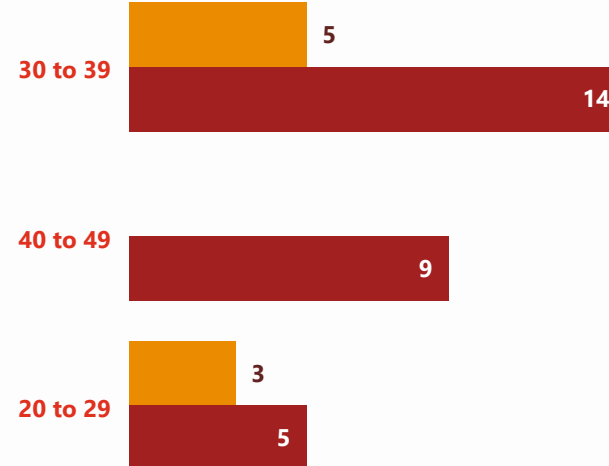


Female Male

Department-wise No. of Employees in FY21



Employees Promoted by Age-Groups



Performance Ratings of Leavers VS Non-Leavers

