**CONTRACT TABLE**

**COLUMNS**

Category – job position category

Category Code – ISCO-08 4 digit job classification code

Contract ID – employee contract number(s)

Employee ID – unique number for employee

End Date – employee contract end date

Full Name – first name and surname

Gender – male or female

Level – junior, mid, senior or lead; indicates the seniority or experience of a position within a category

Position – specific role in an organization

Start Date – employee contract start date

Workload – employee workload in given values: 0,25; 0,5; 0,75; 1

**MEASURES**

Active Employees – employees with active contracts

No of Employees – number of employees in the company

Ended Contracts – contracts that have end date in this month and year

No of Males – number of males based on Employee ID

Started Contracts – contracts that have start date in this month and year

Visibility Determiner – calculates minimal amount of males/females (whichever is smaller) and if that number is less than 3 then leaves the value empty

No of Females – number of females based on Employee ID

**CALCULATED COLUMNS**

No of Levels by Category – shows how many levels are in category

Category and Level – shows category and level value together if category has more than 1 level.

Level Text – shows level value without the number

**MONTHLY WORKDAYS** 2024

**COLUMNS**

Month – name of month

Working Days – full time workers number of working days

Hours – full time workers number of working hours

**SALARY TABLE**

**COLUMNS**

Contract ID – employee contract number(s)

Period Start – first day of the month

Period End – last day of the month

**MEASURES**

AVG Salary Female – average monthly salary for females, that has been calculated to workload full capacity with purpose to show comparable data

AVG Salary Male – average monthly salary for males, that has been calculated to workload full capacity with purpose to show comparable data

No of Contracts – shows the number of contracts based on Contract ID

AVG Hourly Salary – average hourly salary, that has been calculated to workload full capacity with purpose to show comparable data

MAX Salary – average salary maximum value with full capacity workload

Median Salary – average monthly median salary, that has been calculated to workload full capacity with purpose to show comparable data

MIN SALARY – average salary minimum value with full capacity workload

AVG Benefits – average monthly benefits if employee would work with full capacity

AVG Base Salary – average monthly base salary if employee would work with full capacity

AVG Salary – average monthly salary if employee would work with full capacity

Salary gap – shows in percentage how much is male salary lower than female salaries.

Salary Range – adds two values into one using „-“: min salary and max salary

Salary Difference – shows salary range by substracting min salary from max salary

AVG Calculated Salary – employee average salary according to days worked (workload + missed days)

**CALCULATED COLUMNS**

Actual Working Days – number of days worked in the month

Benefits – benefits/boonuses paid in the month

Salary – base salary + benefits

Hourly (Hourly Salary) – average hourly salary with data that has been calculated to full capacity with purpose to show comparable data

Missed Days – number of missed workdays (vacation, sick leave, etc.)

Base Salary – base salary amount for the month