**CONTRACT TABLE**

**COLUMNS**

**Category** – a group of job positions that share similar functions or job family within the organization. Each category may include multiple job titles at different levels of seniority

**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** – indicates the seniority or experience of a position within a category

**Position** – specific role in an organization

**Start Date** – employee contract start date

**Workload** – workload as a fraction of full position (0,0 -1,0)

**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** – number of working days per month for a full time employee

**Hours** – number of working hours per day for a full time employee

**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 full-time salary for females over the selected period

**AVG Salary Male** – average monthly full-time salary for males over the selected period

**No of Contracts** – shows the number of contracts based on contract ID

**AVG Hourly Salary** – average hourly salary of full-time employee over the selected period

**MAX Salary** – average salary maximum value of a full-time employee over the selected period

**Median Salary** – average monthly median salary of a full-time employee over the selected period

**MIN SALARY** – average salary minimum value of a full-time employee over the selected period

**AVG Benefits** – average monthly benefits of a full-time employee over the selected period

**AVG Base Salary** – average monthly base salary of a full-time employee over the selected period

**AVG Salary** – the average monthly salary of full-time employee over the selected period

**Salary gap** – the difference between men’s and women’s average salaries, expressed as a percentage of men’s average salary

**Salary Range** – the minimum and maximum values of average monthly salaries within a group

**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** – the variable salary paid to an employee (e.g. bonus, overtime allowance)

**Salary** – base salary + benefits

**Hourly Salary** – average hourly salary of a full-time employee over the selected period

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

**Base** **Salary** – the employee’s monthly base salary (excluding allowances or bonuses)