**CONTRACT TABLE**

**COLUMNS**

**Category** – a group of jobpositionsthatsharesimilarfunctionsorjobfamilywithintheorganization.Eachcategorymayincludemultiplejobtitles at differentlevels of seniority

**CategoryCode** – ISCO-08 4 digitjobclassificationcode

**Contract ID** – employeecontract number(s)

**EmployeeID** – unique number foremployee

**End Date**–employeecontractenddate

**FullName** – firstname and surname

**Gender** – „male“or„female“

**Level** – indicatestheseniorityorexperience of a positionwithin a category

**Position**–specificrole in anorganization

**Start Date** – employeecontractstartdate

**Workload** –workloadas a fraction of fullposition (0,0 -1,0)

**CALCULATED COLUMNS**

**No of Levels by Category**–shows howmanylevels are in category

**Category and Level**–shows category and levelvaluetogetherifcategoryhasmorethan 1 level.

**LevelText**– shows levelvaluewithoutthenumber

**MEASURES**

**ActiveEmployees** – employeeswithactivecontracts

**No of Employees**– number of employees in thecompany

**Ended Contracts** – contractsthat have end date in thismonth and year

**No of Males**– number of males based on employee ID

**StartedContracts** – contractsthat have start date in thismonth and year

**VisibilityDeterminer** – calculates minimal amount of males/females(whicheverissmaller) and ifthat number islessthan 3 thenleavesthevalueempty

**No of Females** – number of femalesbased on employee ID

**MONTHLY WORKDAYS** 2024

**COLUMNS**

**Month** –name ofmonth

**WorkingDays** – number of workingdayspermonthfor a fulltimeemployee

**Hours** – number of workinghoursperdayfor a fulltimeemployee

**SALARY TABLE**

**COLUMNS**

**Contract ID** – employeecontract number(s)

**Period Start**– firstday of themonth

**Period End** – last day of themonth

**MissedDays** – number of missedworkdays (vacation, sickleave, etc.)

**BaseSalary**– theemployee’smonthlybasesalary (excludingallowancesorbonuses)

**ActualWorkingDays** – number of daysworked in themonth

**Benefits**–thevariablesalary paid toanemployee (e.g. bonus, overtimeallowance)

**CALCULATED COLUMNS**

**Salary** – basesalary + benefits

**HourlySalary**–averagehourlysalaryof a full-timeemployeeovertheselectedperiod

**MEASURES**

**AVG SalaryFemale**– averagemonthlyfull-timesalaryforfemalesovertheselectedperiod

**AVG Salary Male** –averagemonthlyfull-timesalaryfor malesovertheselectedperiod

**No of Contracts** – shows the number of contractsbased on contract ID

**AVG HourlySalary** – averagehourlysalaryof full-timeemployeeovertheselectedperiod

**MAX Salary**–averagesalarymaximumvalueof a full-timeemployeeovertheselectedperiod

**MedianSalary** – averagemonthlymediansalaryof a full-timeemployeeovertheselectedperiod

**MIN SALARY** – averagesalaryminimumvalueof a full-timeemployeeovertheselectedperiod

**AVG Benefits** – averagemonthlybenefitsof a full-timeemployeeovertheselectedperiod

**AVG BaseSalary** – averagemonthlybasesalaryof a full-timeemployeeovertheselectedperiod

**AVG Salary**–theaveragemonthlysalaryof full-timeemployeeovertheselectedperiod

**Salarygap** – thedifferencebetweenmen’s and women’saveragesalaries, expressed as a percentage of men’saveragesalary

**Salary Range**–theminimum and maximumvalues of averagemonthlysalarieswithin a group

**SalaryDifference** – shows salary range by substracting min salaryfrommaxsalary

**AVG CalculatedSalary** –employeeaveragesalaryaccordingtodaysworked (workload + misseddays)