

The Erawan Group Employee Data

GRI	Performance data	Unit	2020		2021		2022	
			Male	Female	Male	Female	Male	Female
102-8	Total Employee		2,934		2,887		3,721	
	By Gender	persons	1,330	1,604	1,274	1,613	1,629	2,092
	By Type of Employment							
	Permanent	persons	1276	1586	1,710	2,090	1,548	2,059
	Temporary/ Contract	persons	65	33	140	63	81	33
	By Type of Working							
	Full-time	persons	1399	1648	1,365	1,540	1,481	1,470
	Part-time	persons	4	16	35	60	-	-
401-1	By Level of Working							
	Executive Level = VP/ Director/ GM & Level up	persons	42	33	38	32	49	39
	Management Level	persons	205	293	168	279	176	248
	Supervisory Level	persons	314	367	317	366	323	377
	Operational Level = Staff - Sr.Officer	persons	858	935	814	986	1,090	1,419
	By Age							
	<30 years	persons	319	502	309	527	467	733
	30 -50 years	persons	908	990	924	1,028	1,056	1,230
	>50 years	persons	103	109	104	108	119	116
	By Service Year							
	<1 year	persons	90	167	165	239	638	904
	1-3 years	persons	444	603	241	452	172	254
	3-5 years	persons	225	293	250	350	214	276
	5-10 years	persons	382	357	381	385	286	394
	10-15 years	persons	136	113	157	156	192	144
	>15 years	persons	127	110	118	106	125	122
	By Nationality							
	Thai	persons	1,357	1,640	1,296	1,660	1,581	2,087
	Foreigner	persons	45	8	39	5	48	5
	By Workplace							
	Ploenchit Center	persons	48	153	50	163	56	178
	Hotels	persons	1354	1495	1,289	1,498	1,573	1,914
	By Country							
	Thailand	persons	1402	1648	1,305	1,593	1,512	1,998
	Philippines	persons	-	-	45	57	117	94
	By Sector of Thailand							
	North	persons	12	62	19	78	26	108
	Cental	persons	756	866	786	913	994	1,203
	Northeast	persons	23	105	33	132	50	180
	East	persons	172	159	156	147	185	197
	West	persons	28	50	22	48	29	58
	South	persons	232	230	289	275	226	254
	By Sector of Philippines							
	Metro Manila	persons	0	0	45	57	117	94
	Transfer to return Domicile							
	Thailand	persons	0	1	-	3	138	616
	Philippines	persons	0	0	-	-	-	-

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			Male	Female	Male	Female	Male	Female
	Employee Engagement		HO	Hotel	HO	Hotels	HO	Hotel
	Employee Engagement Score	%	75%	85%	77%	83%	75%	89%
	Information Coverage	persons	1,530		2,144		1,355	
	New Hires							
	By Workplace							
	Head Office	persons	6	22	14	44	15	63
	Hotels	persons	114	260	173	222	779	1,065
	By Country							
	Thailand	persons	157	318	217	295	729	790
	Philippines	persons	0	0	3	5	28	19
401-3	No. of Turnover (Voluntary/ Lay off/ Retirement)							
	Total Turnover by Workplace							
	Head Office	persons	7	28	16	49	19	46
		%	15%	18%	32%	30%	34%	26%
	Hotels	persons	613	798	378	329	457	661
		%	45%	53%	29%	22%	29%	35%
	Total Turnover by Country							
	Thailand	persons	617	825	392	375	463	695
	Philippines	persons	0	0	2	3	24	23
	Voluntary Turnover by Age							
	<30 years	persons	188	294	103	178	166	302
	30 -50 years	persons	226	309	133	161	265	349
	>50 years	persons	21	22	7	11	9	9
	Voluntary Turnover by Workplace							
	Head Office	persons	7	33	16	49	19	46
	Hotels	persons	449	582	343	271	412	608
	Voluntary Turnover by Service Year							
	< 4 months	persons	44	51	27	15	92	183
	4 months - 1 year	persons	65	98	54	50	97	134
	1-3 years	persons	224	334	102	144	88	157
	3-5 years	persons	50	84	59	49	70	95
	5-10 years	persons	51	37	64	35	66	67
	> 10 years	persons	24	12	33	13	18	17
	Retirement							
	Head Office	persons	2	-	-	-	-	-
	Hotels	persons	10	2	12	3	7	3
401-2	Maternity leave							
	Employees that were entitled to parental leave	persons	129	757	124	872	126	2,092
	Employees that took parental leave	persons	4	38	2	30	3	23
	Employees that return to work after parental leave ended	persons	4	28	2	20	3	20
	Retention rate after return to work	persons	4	99	2	80	100	87.0
	Others							
	Employees who use health insurance : OPD	persons	230	320	171	245	335	447
	Employees who use health insurance : IPD	persons	36	54	66	64	137	173
	Employees who use travel insurance	persons	-	-	-	-	-	-
	Employees who use the right to disability (disabled) due to work	persons	-	-	-	-	-	-

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			Male	Female	Male	Female	Male	Female
404-1	Training & Development							
	Total Training Course	course	>200		>200			7,741
	Total Employee by Gender	persons	1,240	1,560	1,259	1,595	1,438	1,696
	Total Training Hours	total hours/ year	110,294.05		88,370.89			101,024
	Average Training Hours	hours/person/year	40.8		32.8			27
	Average Training Cost per employee	cost/head	33.6		19.2			1,142
	Training Satisfaction	%	87.0		95.9			95%
	IDP : Individual Development Plan							
	Head Office	persons	27	72	22	69	30	77
	Hotels	persons	477	434	445	406	538	536
	Employees receiving regular performance and career development reviews							
	Performance evaluation and feedback	persons	1,452	1,300	1,079	1,365	1,147	1,093
	Promoted	persons	59	37	49	25	93	151
	Job Rotation/ Job Transfer	persons	116	71	68	42	61	53
403-2	Occupational Health and Safety (Zero Accident Target)							
	No.of cases - Recordable work-related injuries	persons	14	14	20	13	45	28
	Recordable work-related injuries Rate per 1,000,000 hours		6,629	6,629	9,470	6,155	21,307	13,258
	Total leave days	day	6	8	24	4	251	61
	No.of cases : High-consequence work-related injuries (excluding fatalities)	persons	-	-	2	-	-	-
	High-consequence work-related injuries Rate per 1,000,000 hours		-	-	947	-	-	-
	Total leave days	day			56	-	-	-
	No of cases : Fatalities as a result of work-related	persons	1	-	-	-	-	-
	Fatalities as a result work-related injuries Rate per 1,000,000 hours						-	-
	Lost time injury frequency rate : LTIFR		14	14	20	13	45	28
	Employment for Social Supports							
	Employment of people with disabilities	persons	16	5	16	5	14	8
	Internship	persons	48	99	95	194	138	251
	Labour Complaints about Labor Practices							
	No.of complaint	persons	1	-	1	-	-	-
	No.of complaint about labor practices	persons	4	-	1	-	-	-
	No.of complaint has been resolved	persons	4	-	1	-	-	-
	No.of complaints pending	persons	-	-	-	-	-	-