

The Erawan Group Public Company Limited - Employee Data

Performance		Unit	2019		2020		2021		2022		2023	
			Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Total employee</b>	persons	3,891		2,934		2,887		3,721		3,894		
Gender	persons	1,815	2,076	1,330	1,604	1,274	1,613	1,629	2,092	1,669	2,225	
	%	47%	53%	45%	55%	44%	56%	44%	56%	43%	57%	
<b>Contract type</b>												
Permanent	persons	1,710	2,090	1,276	1,586	1,710	2,090	1,548	2,059	1,669	2,225	
	%	44%	54%	43%	54%	59%	72%	42%	55%	43%	57%	
Temporary	persons	140	63	65	33	140	63	81	33	90	59	
	%	4%	2%	2%	1%	5%	2%	2%	1%	2%	2%	
<b>Employment type</b>												
Full-time	persons	1,810	2,138	1,399	1,648	1,365	1,540	1,481	1,470	1,756	2,278	
Part-time	persons	4	14	4	16	35	60	-	-	3	6	
<b>Employee Diversity</b>												
<b>Employee level</b>												
Senior management	persons	42	40	42	33	38	32	49	39	47	43	
	%	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%	
Middle management	persons	220	335	205	293	168	279	176	248	212	360	
	%	6%	9%	7%	10%	6%	10%	5%	7%	5%	9%	
Management	persons	380	451	314	367	317	366	323	377	408	462	
	%	10%	12%	11%	13%	11%	13%	9%	10%	10%	12%	
Operations	persons	1,178	1,299	858	935	814	986	1,090	1,419	1,092	1,419	
	%	30%	33%	29%	32%	28%	34%	29%	38%	28%	36%	
<b>Age range</b>												
< 30 years old	persons	582	773	319	502	309	527	467	733	507	862	
	%	15%	20%	11%	17%	11%	18%	13%	20%	13%	22%	
30-50 years old	persons	1,104	1,183	908	990	924	1,028	1,056	1,230	1,115	1,306	
	%	28%	30%	31%	34%	32%	36%	28%	33%	29%	34%	
above 50 years old	persons	116	114	103	109	104	108	119	116	137	116	
	%	3%	3%	4%	4%	4%	4%	3%	3%	4%	3%	
<b>Service year</b>												
<1 year	persons	369	543	90	167	165	239	638	904	385	598	
1-3 years	persons	560	724	444	603	241	452	172	254	582	852	
3-5 years	persons	241	283	225	293	250	350	214	276	197	229	
5-10 years	persons	360	351	382	357	381	385	286	394	298	338	
10-15 years	persons	144	107	136	113	157	156	192	144	190	139	
>15 years	persons	125	108	127	110	118	106	125	122	107	128	
<b>Race</b>												
Thai	persons	1,767	2,133	1,357	1,640	1,296	1,660	1,581	2,087	1,595	2,160	
Foreigner	persons	48	13	45	8	39	5	48	5	157	131	
<b>By Workplace</b>												
Ploenchit Center	persons	46	154	48	153	50	163	56	178	56	174	
Hotels	persons	1,769	1,992	1,354	1,495	1,289	1,498	1,573	1,914	1,703	2,110	
<b>By Country</b>												
Thailand	persons	1,815	1,885	1,402	1,648	1,305	1,593	1,512	1,998	1,648	2,148	
Philippines	persons	-	-	-	-	45	57	117	94	99	123	
Japan										12	13	
<b>By geographical location (Thailand)</b>												
Northern Thailand	persons	14	44	12	62	19	78	26	108	38	154	
Central Thailand	persons	1,033	1,149	756	866	786	913	994	1,203	1,116	1,315	
North-eastern Thailand	persons	35	97	23	105	33	132	50	180	99	196	
Eastern Thailand	persons	239	246	172	159	156	147	185	197	188	205	
Western Thailand	persons	36	50	28	50	22	48	29	58	11	36	
Southern Thailand	persons	289	299	232	230	289	275	226	254	197	241	
<b>By geographical location (Philippines)</b>												
Manila	persons	-	-	-	-	45	57	117	94	43	50	
Cebu	persons	-	-	-	-	-	-	-	-	56	73	

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		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>By geographical location (Japan)</b>											
Tokyo	persons	-	-	-	-	-	-	-	-	6	5
Kyoto	persons	-	-	-	-	-	-	-	-	6	8
<b>Transfer to return Domicile</b>											
Thailand	persons	-	-	-	1	-	3	138	616	5	8
Philippines	persons	-	-	-	-	-	-	-	-	99	123
Japan	persons	-	-	-	-	-	-	-	-	-	-
<b>New hire rate</b>											
<b>By operational locations</b>											
Head Office	persons	12	55	6	22	15	45	15	63	13	42
	%	0.31%	1.41%	0.20%	0.75%	0.52%	1.56%	0.40%	1.69%	0.33%	1.08%
Properties	persons	496	810	114	260	182	230	779	1,065	431	571
	%	12.75%	20.82%	3.89%	8.86%	6.30%	7.97%	20.94%	28.62%	11.07%	14.66%
<b>By Country</b>											
Thailand	persons	538	897	157	318	217	295	729	790	626	826
	%	13.83%	23.05%	5.35%	10.84%	7.52%	10.22%	19.59%	21.23%	16.08%	21.21%
Philippines	persons	-	-	-	-	3	5	28	19	0	3
	%					0.10%	0.17%	0.75%	0.51%	0.00%	0.08%
Japan	persons	-	-	-	-	-	-	-	-	0	3
	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%
<b>Turnover rate</b>											
<b>Turnover rate - by operational locations</b>											
Head Office	persons	-	-	-	-	12	47	19	46	37	70
	%					0.42%	1.63%	0.51%	1.24%	0.95%	1.80%
Properties	persons	-	-	-	-	363	318	457	661	289	461
	%					12.57%	11.01%	12.28%	17.76%	7.42%	11.84%
<b>Turnover rate - by Country</b>											
Thailand	persons	-	-	-	-	373	362	463	695	322	523
	%					12.92%	12.54%	12.44%	18.68%	8.27%	13.43%
Philippines	persons	-	-	-	-	2	3	24	23	4	8
	%					0.07%	0.10%	0.64%	0.62%	0.10%	0.21%
Japan	persons	-	-	-	-	-	-	-	-	0	0
	%					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Voluntary Turnover by Age</b>											
<30 years	persons	183	295	188	294	103	178	166	302	104	139
	%	4.70%	7.58%	6.41%	10.02%	3.57%	6.17%	4.46%	8.12%	2.67%	3.57%
30 -50 years	persons	247	348	226	309	133	161	265	349	132	144
	%	6.35%	8.94%	7.70%	10.53%	4.61%	5.58%	7.12%	9.38%	3.39%	3.70%
>50 years	persons	14	11	21	22	7	11	9	9	15	10
	%	0.36%	0.28%	0.72%	0.75%	0.24%	0.38%	0.24%	0.24%	0.39%	0.26%
<b>Voluntary Turnover by Workplace</b>											
Head Office	persons	12	41	7	33	16	49	19	46	13	37
	%	0.31%	1.05%	0.24%	1.12%	0.55%	1.70%	0.51%	1.24%	0.33%	0.95%
Hotels	persons	418	572	449	582	343	271	412	608	255	449
	%	10.74%	14.70%	15.30%	19.84%	11.88%	9.39%	11.07%	16.34%	6.55%	11.53%
<b>Retirement</b>											
Head Office	persons	-	-	2	-	-	-	-	-	2	4
Hotels	persons	10	2	10	2	12	3	7	3	4	9
<b>Parental leave</b>											
Total number of employees that were entitled to parental leave, by gender.	persons	186	1,034	129	1,604	124	1,613	126	2,092	103	1,644
Total number of employees that took parental leave, by gender.	persons	5	42	4	38	2	30	3	23	4	32
Total number of employees that returned to work in the reporting period after parental	persons	5	37	4	28	2	20	3	20	4	31
Return-to-work rates of employees that took parental leave, by gender.	%	100.00%	88.10%	100.00%	73.68%	100.00%	66.67%	100.00%	86.96%	100.00%	96.88%
<b>Other benefits</b>											
Employees who use health insurance : OPD	persons	238	340	230	320	171	245	335	447	589	787

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		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employees who use health insurance : IPD	persons	54	71	36	54	66	64	137	173	339	293
Employees who use travel insurance	persons	-	-	-	-	-	-	-	-	7	17
Employees who use the right to disability (disabled) due to work	persons	-	-	-	-	-	-	-	-	0	0

Employee training

No. of courses	Courses			>200		>200		7,741		10,439	
No. of employees trained	persons	1,712	2,028	1,240	1,560	1,259	1,595	1,438	1,696	1,776	2,000
Total training hours	hrs.	129,478.25		110,294		88,371		101,024		264,885.75	
Training hours	hrs./person/year			40.8		32.8		27		70.15	
Training expenses	THB			33.6		19.2		1,142		363.07	
Employee training satisfaction	%			86.95%		95.60%		95.00%		93.40%	

IDP : Individual Development Plan

Head Office	persons	-	-	27	72	22	69	30	77	89	102
Hotels	persons	597	558	477	434	445	406	538	536	746	680

Employees receiving regular performance and career development reviews

Performance evaluation and feedback	persons	1,852	1,462	1,452	1,300	1,079	1,365	1,147	1,093	1308	1291
Promoted	persons	172	115	59	37	49	25	93	151	112	131
Job Rotation/ Job Transfer	persons	39	39	116	71	68	42	61	53	29	52

Occupational Health and Safety

No. of cases - Recordable work-related injuries	case	13	15	14	14	20	13	45	28	65	48
Recordable work-related injuries rate	per 1,000,000 hours	3.39	3.42	4.98	4.13	7.43	3.82	13.08	6.34	18.44	10.21
Total leave days	days	6	39	6	8	24	4	251	61	229	53
No. of cases - High-consequence work-related injuries (excluding fatalities)	case	-	-	-	-	2	-	-	-	-	1
High-consequence work-related injuries rate	per 1,000,000 hours	-	-	-	-	0.74	-	-	-	-	0.21
Total leave days	days	-	-	-	-	56	-	-	-	-	60
Lost-time injury frequency rate : LTIFR	per 1,000,000 hours	3.39	3.42	4.98	4.13	8.18	3.82	13.08	6.34	18.44	10.43
No. of cases : Fatalities as a result of work-related	case			1	-	-	-	-	-	1	-
Fatalities as a result work-related injuries rate	per 1,000,000 hours	-	-	0.36	-	-	-	-	-	0.28	-

Employment opportunity

Disabled employees	persons	16	4	16	5	16	5	14	8	15	10
	persons	20		21		21		22		25	
	%	0.51%		0.72%		0.73%		0.59%		0.64%	
Internship	persons	84	195	48	99	95	194	138	251	192	521

Labour Complaints about Labor Practices

No. of complaint	case	-	-	1	-	1	-	-	-	-	-
No. of complaint about labor practices	case	1	-	4	-	1	-	-	-	-	-
Solved case	case	1	-	4	-	1	-	-	-	-	-
Ongoing case	case	-	-	-	-	-	-	-	-	-	-

Human right disputes

No. of cases	case	-	-	-	-	-	-	-	-	-	-
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Performance	Unit	2019		2020		2021		2022		2023		
		HO	Hotel	HO	Hotel	HO	Hotel	HO	Hotel	HO	Hotel	Overall
Employee satisfaction												
Employee satisfaction score	%	0.00%	79.00%	75.00%	85.31%	77.00%	83.00%	75%	89%	79.00%	91.00%	89.00%
Coverage of employees	persons	3,341		1,530		2,144		1,355		2,167		
	%	85.86%		52.15%		74.26%		36.41%		55.65%		