

Workforce 2022
Total employees by employment type, gender and function

Gender	Full-time	%	Part-time	%	Total per gender	%	Total managers per gender	%
Women	1267	21.58%	1	33.33%	1268	21.58%	89	23.00%
Men	4605	78.42%	2	66.67%	4607	78.42%	298	77.00%
Total	5872	100,00%	3	100,00%	5875	100,00%	387	100,00%

Total employees by region

Region	Quantity	%
South	5806	98.83%
Southeast	18	0.31%
Center-West	37	0.63%
Northeast	14	0.24%
Total	5875	100,00%

Total number of employees per functional category and gender

Functional Category	Men	Men %	Women	Women %	Total by functional category	Total by functional category %
Operational	18	0.39%	0	0.00%	18	0.31%
Middle Level Technical Professional	1348	29.26%	102	8.04%	1450	24.68%
Middle Level Professional	2405	52.20%	866	68.30%	3271	55.68%
Higher Level Professional	836	18.15%	300	23.66%	1136	19.34%
Total by gender	4607	100%	1268	100%	5875	100%

Women's Participation in the Workforce

Occupation in positions	Women	Women %
Management	89	23.00%
Initial Managements	53	24.00%
Top Management	6	17.60%
Board of Executive Directors	1	14.30%
Board of Directors	1	11.10%
Management of revenue-generating areas	10	21.30%
STEM (Science, Technology, Engineering and Mathematics) related issues	350	17.80%
Administrative	300	45.60%
Non STEM category	631	20.00%

Total employees by race/color and gender

Race/color and gender	Men	Men %	Women	Women %	Total workforce by race/color	Total workforce by race/color %	Total Managers	Total Managers %
Yellow	144	3.13%	53	4.18%	197	3.35%	7	1.81%
White	3787	82.20%	1086	85.65%	4873	82.94%	344	88.89%
Indigenous	8	0.17%		0.00%	8	0.14%		0.00%
Black	151	3.28%	30	2.37%	181	3.08%	11	2.84%
Brown	498	10.81%	93	7.33%	591	10.06%	24	6.20%
Not Informed	19	0.41%	6	0.47%	25	0.43%	1	0.26%
Total by gender	4607	100%	1268	100%	5875	100%	387	100%

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Total employees by age and gender						
Age Group	Men	Men %	Women	Women %	Total workforce by age	Total workforce by age %
<30	30	0.65%	13	1.03%	43	0.73%
30-34	348	7.55%	130	10.25%	478	8.14%
35-39	891	19.34%	259	20.43%	1150	19.57%
40-44	1245	27.02%	332	26.18%	1577	26.84%
45-49	756	16.41%	231	18.22%	987	16.80%
50-54	656	14.24%	173	13.64%	829	14.11%
55-60	564	12.24%	106	8.36%	670	11.40%
>60	117	2.54%	24	1.89%	141	2.40%
Total by gender	4607	100%	1268	100%	5875	100%

Total employees by age and gender						
Age Group	Men	Men %	Women	Women %	Total workforce	Total workforce %
<30	30	0.65%	13	1.03%	43	0.73%
30-50	3240	70.33%	952	75.08%	4192	71.35%
>50	1337	29.02%	303	23.90%	1640	27.91%
Total by gender	4607	100%	1.268	100%	5.875	100%

Total PWDs employees	123	2.09%
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Total LGBTQI+ employees*	119	2.38%
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*Information captured by the GPTW survey, considering 78% employee participation.

Hiring (admissions/returns)

Hiring (admissions/returns) by region		
Region	Quantity	%
South	3	100%
Southeast	0	0
Center-West	0	0
Northeast	0	0
Total	3	100%

Hirings (admissions/returns) by functional category and gender						
Functional Category	Men	Men %	Women	Women %	Total by functional category	%
Operational	0	0	0	0	0	0
Middle Level Technical Professional	0	0	0	0	0	0
Middle Level Professional	2	66.67%	0	0	2	66.67%
Higher Level Professional	1	33.33%	0	0	1	33.33%
Total by gender	3	100%	0	0	3	100%

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Hiring (admissions/returns) by race/color and gender						
Race/color and gender	Men	Men %	Women	Women %	Total by race/color	%
Yellow	0	0.00%	0	0	0	0.00%
White	3	100%	0	0	3	100%
Indigenous	0	0.00%	0	0	0	0.00%
Black	0	0.00%	0	0	0	0.00%
Brown	0	0.00%	0	0	0	0.00%
Not Informed	0	0.00%	0	0	0	0.00%
Total by gender	3	100%	0	0	3	100%

Hirings (admissions/returns) by age and gender						
Age Group	Men	Men %	Women	Women %	Total	Total %
<30	0	0.00%	0	0	0	0.00%
30-50	1	33.33%	0	0	1	33.33%
>50	2	66.67%	0	0	2	66.67%
Total	3	100%	0	0	3	100%

External Hiring*				
	2019	2020	2021	2022
Total number of new employee hires*	8	3	1	0
Percentage of open positions filled by internal candidates (internal hires)	0.00%	0.00%	75.00%	100%

*Does not consider entries by reinstatements.

Internal Hiring*				
Gender	Region	Age Group	Quantity	%
Women	South	30 to 50 years old	114	30.79%
	South	Over 50 years old	21	5.35%
Total women			135	36.14%
Men	Center-West	From 30 to 50 years old	6	2.31%
	Northeast	Acima de 50 anos	1	0.02%
	South	<30	3	1.16%
	South	30-50	317	49.60%
	South	>50	86	10.77%
Total men			413	63.86%
Grand total			548	100%

*Resulting from functional movements, except those of restructuring.

Turnover

General turnover

Turnover - last 4 years history				
	2019	2020	2021	2022
Total employee turnover rate	3.49%	3.06%	2.18%	4.03%
Voluntary employee turnover rate	3.27%	2.76%	1.87%	3.91%

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Turnover 2022 - Gender

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
Male	3	100%	362	4966	3.67%
Female	0	0.00%	149	1417	5.26%
Total	3	100%	511	6383	4.03%

*Considers entries by reinstatements

Turnover 2022 - Age Groups

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
Up to 30 years old	0	0.00%	3	104	1.44%
From 30 to 50 years old	1	33.33%	150	4629	1.63%
Over 50 years old	2	66.67%	358	1650	10.91
Total	3	100%	511	6383	4.03%

*Considers entries by reinstatements

Turnover 2022 - Region

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
South	3	100%	509	6308	4.06%
Center-West	0	0.00%	0	40	0.00
Northeast	0	0.00%	2	15	6.67%
Southeast	0	0.00%	0	20	0.00%
Total	3	100%	511	6383	4.03%

*Considers entries by reinstatements

Voluntary turnover

Voluntary turnover 2022 - Gender

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
Male	3	100%	350	4966	3.55%
Female	0	0.00%	146	1417	5.15%
Total	3	100%	496	6383	3.91%

*Considers entries by reinstatements

Voluntary turnover 2022 - Age groups

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
Up to 30 years old	0	0,00%	3	104	1.44%
From 30 to 50 years old	1	33.33%	143	4629	1.56%
Over 50 years old	2	66.67%	350	1650	10.67%
Total	3	100%	496	6383	3.91%

*Considers entries by reinstatements

Voluntary turnover 2022 - Region

	Entries 2022*	%	Departures 2022	Table 2021	Turnover rate
South	3	100%	494	6308	3.94%
Center-West	0	0,00%	0	40	0.00%
Northeast	0	0,00%	2	15	6.67%
Southeast	0	0,00%	0	20	0.00%
Total	3	100%	496	6383	3.91%

*Considers entries by reinstatements