

Indicators

G4-LA1

TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION

- a. Report the total number and rate of new employee hires during the reporting period, by age group, gender and region.
- b. Report the total number and rate of employee turnover during the reporting period, by age group, gender and region.

GUIDANCE

Relevance

The number, age, gender, and region of new employee hires of the organization can indicate the organization's strategy and ability to attract diverse qualified employees. This information can signify the organization's efforts to implement inclusive recruitment practices based on age and gender, and the optimal use of available labor and talent in different regions.

A high rate of employee turnover can indicate levels of uncertainty and dissatisfaction among employees, or may signal a fundamental change in the structure of the organization's core operations. An uneven pattern of turnover by age or gender can indicate incompatibility or potential inequity in the workplace. Turnover results in changes to the human and intellectual capital of the organization and can impact productivity. Turnover has direct cost implications either in terms of reduced payroll or greater expenses for recruitment of workers.

Compilation

Identify the total number of new employee hires during the reporting period, by age group: under 30 years old, 30-50 years old, over 50 years old, gender and region.

Identify the employee turnover during the reporting period, by age group: under 30 years old, 30-50 years old, over 50 years old, gender and region.

Employment net creation can be estimated using the data reported under G4-10.

Rates are calculated using the total employee numbers at the end of the reporting period.

Definitions

See Glossary in *Implementation Manual*, p. 244

- [Employee turnover](#)
- [New employee hires](#)

Documentation sources

Potential sources of information include payroll information available at the national or site level. Operational plans and restatements of the organization's key strategic targets may provide explanations for large variations in this figure.