



Monitoring Report

Gender Equality Indicators

2023-2024

Jan 2025

Framing

The Gender Indicators Monitoring Report is an instrument that aims to reflect the implementation of the Gender Equality Plan (GEP) by EWF, and the impact of the adopted strategy.

This Report will allow the analysis of the indicators throughout the years with the purpose to promote the transparency of the information related to the GEP.

By implementing the measurers defined in the GEP, EWF's goal is to continue to promote the increasing well-being of its employees, providing a greater balance between personal and professional life.

Indicators

Global Characterization		2024	2023
EWF Employees			
Men	%	35%	37%
Women	%	65%	63%
Employees Termination			
Men	%	00%	20%
Women	%	100%	80%
Employees Entry			
Men	%	00%	33%
Women	%	100%	67%
Age Average			
Men	Years	39	37
Women	Years	42	40
Seniority Average			
Men	Years	8	6
Women	Years	4	3

Leadership		2024	2023
Board			
Men	%	50%	50%
Women	%	50%	50%
Management			
Men	%	50%	50%
Women	%	50%	50%
Categories of Staff		2024	2023
Executive Staff			
Men	%	50%	50%
Women	%	50%	50%
Middle Management			
Men	%	50%	50%
Women	%	50%	50%
Administrative/Operational			
Men	%	30%	29%
Women	%	70%	71%
Interns			
Men	%	00%	100%
Women	%	00%	00%

Qualification Level		2024	2023
Secondary Education			
Men	%	00%	00%
Women	%	100%	100%
Higher Education			
Men	%	43%	39%
Women	%	57%	61%
Advanced Training (Masters/Doctorate)			
Men	%	30%	43%
Women	%	70%	57%

Training and Development		2024	2023
Training (by Employee)			
Men	Hours	579	168
Women	Hours	558,5	467,5
Training (Typology)			
Management			
Men	Hours	360	54,5
Women	Hours	343	4,5
Technical			
Men	Hours	219	109,5
Women	Hours	172,5	322
Operational			
Men	Hours	0	4
Women	Hours	43	141

Parenting Protection		2024	2023
Births (Global)			
Men	%	00%	10%
Women	%	00%	00%
Parental Leave (Father)			
Mandatory	%	00%	100%
Optional	%	00%	00%
Extended	%	00%	00%

Satisfaction Level ⁽¹⁾		2024	2023
GPTW Model Average ⁽²⁾			
Men	%	82%	-%
Women	%	79%	-%
GPTW Model Average with Additional Affirmations ⁽³⁾			
Men	%	83%	-%
Women	%	79%	-%

NOTAS

(1) Monitorization begun in 2024

(2) The Great Place to Work Certification Model was used

(3) GPTW Certification Model with Additional Affirmations added by EWF

