

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting  
**Employer:** E2O Pty Ltd  
**Employee count:** 130  
**Primary industry:** 3232 - Electrical Services  
**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	0	3	0	0	3
Professionals	Full-time permanent	2	2	0	0	4
Technicians And Trades Workers	Full-time permanent	0	1	0	0	1
	Full-time contract	0	76	0	0	76
	Casual	1	0	0	0	1
Machinery Operators And Drivers	Full-time contract	4	13	0	0	17
Labourers	Full-time contract	6	22	0	0	28

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
GM	Full-time permanent	0	1	0	0	1
OM	Full-time permanent	0	2	0	0	2

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term							
N/A	casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term					1	2	3
Part-time	Fixed-term							
N/A	casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						6	6
Part-time	Permanent							
Full-time	Fixed-term					5	40	45
Part-time	Fixed-term							
N/A	casual							

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**

**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				2		1	3
Part-time	Permanent							
Full-time	Fixed-term					1	46	47
Part-time	Fixed-term							
N/A	casual				1		2	3

**Question 6**

**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual							

**Question 7**

**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						1	1
Part-time	Permanent							
Full-time	Fixed-term						1	1
Part-time	Fixed-term							
N/A	casual							

**Question 8**

**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent							
Part-time	Permanent							
Full-time	Fixed-term						2	2
Part-time	Fixed-term							
N/A	casual							

\* Total employees includes Non-binary

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting

**Employer:** Clough Projects Pty Ltd

**Employee count:** 1,046

**Primary industry:** 6923 - Engineering Design and Engineering Consulting Services

**Relevant employer:** Yes

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	36	179	0	0	215
	Full-time contract	2	37	0	0	39
	Part-time permanent	8	5	0	0	13
	Casual	1	3	0	0	4
Professionals	Full-time permanent	93	184	14	30	278
	Full-time contract	23	87	0	2	110
	Part-time permanent	15	0	0	0	15
	Casual	7	10	7	5	17
Technicians And Trades Workers	Full-time permanent	2	17	0	0	19
	Full-time contract	0	106	0	0	106
	Part-time permanent	0	1	0	0	1
	Casual	0	1	0	0	1
Clerical And Administrative Workers	Full-time permanent	33	3	0	0	36
	Full-time contract	17	1	0	0	18
	Part-time permanent	3	0	0	0	3
	Part-time contract	2	0	0	0	2
	Casual	2	0	0	0	2
Machinery Operators And Drivers	Full-time contract	6	64	0	2	70
Labourers	Full-time contract	19	78	0	0	97

\* Total employees includes Non-binary

**Table 2 – Gender composition of manager categories**

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	1	0	0	1
KMP	Full-time permanent	4	3	0	0	7
GM	Full-time permanent	1	8	0	0	9
SM	Full-time permanent	4	20	0	0	24
	Part-time permanent	2	0	0	0	2
OM	Full-time permanent	27	147	0	0	174
	Full-time contract	2	37	0	0	39
	Part-time permanent	6	5	0	0	11
	Casual	1	3	0	0	4

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		2	3	17	20	18	60
Part-time	Permanent					2		2
Full-time	Fixed-term				3	1	9	13
Part-time	Fixed-term							
N/A	casual							

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2	7			9
Part-time	Permanent							
Full-time	Fixed-term				1			1
Part-time	Fixed-term							
N/A	casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		2	4	22	25	24	77
Part-time	Permanent					2		2
Full-time	Fixed-term				4	2	13	19
Part-time	Fixed-term							
N/A	casual							

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1		15	45	30	49	140
Part-time	Permanent							
Full-time	Fixed-term			1	27	62	291	382
Part-time	Fixed-term					1		1
N/A	casual				1	4	7	12

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		2	7	24	31	59	123
Part-time	Permanent			1	1	1	2	5
Full-time	Fixed-term				3	18	62	84
Part-time	Fixed-term					1		1
N/A	casual					5	13	18

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	1			6	4	9	20
Part-time	Permanent					2		2
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent				3		9	12
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent						3	3
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	casual							

\* Total employees includes Non-binary